The LCSC Board of Trustees, with input from the community, has developed a leadership profile for the Superintendent of Schools. The district is seeking a candidate with the following skills and abilities:

**Visionary**
- Develops and communicates a clear vision for LCSC
- Implements priorities to meet needs of students, staff, and community
- Establishes culture of high expectations for all students and personnel
- Balances day-to-day work with long-term goals

**Dynamic**
- Progressive, open-minded, and forward-thinking
- Committed to advancing current practices
- Knowledgeable regarding emerging research and best practices
- Strategic actions to enhance overall achievement of district
- Anticipates and adapts to external factors influencing education

**Student-Centered**
- Instructional leader with applicable knowledge of best practices
- Prioritizes student learning and achievement
- Creates a K-12 learning culture of success
- Addresses diverse educational and social-emotional needs of all students

**Communicator**
- Proactive, responsive, and reflective regarding stakeholder communication
- Transparent decision-maker, inviting stakeholder input and allowing ideas to move freely
- Collaborates well; able to work through conflict without sacrificing district vision

**Committed to Staff Development**
- Respects and inspires teachers, administrators, and staff to be student-focused and innovative
- Recruits and retains high-quality teachers and staff
- Monitors progress and evaluates performance
- Solution-oriented understanding of challenges faced by staff

**Personally and Culturally Proficient**
- Approachable, friendly, caring, kind, personable
- Aware of and responsive to diverse needs and experiences
- Strives to understand and empathize with others

**Invested in Community**
- Visible in classrooms, schools, and community events
- Cultivates innovative community partnerships

**Highly Qualified**
- Diverse experience in broad range of educational settings, with classroom and administrative roles
- Proven ability to improve and maintain excellent school districts
- Fiscally responsible