

Fox Point - Bayside School District

Superintendent Profile

The next superintendent will foster collaboration, transparency, and excellence in the Fox Point-Bayside School District. With a strong commitment to student success and staff empowerment, this leader will uphold the district's strengths while addressing challenges to ensure continued growth and achievement.

1. Leadership & Personal Attributes

The superintendent will lead with integrity, approachability, and strong communication skills, ensuring a collaborative and transparent leadership style. Key qualities include:

- Honest, ethical, and student-focused decision-making
- A commitment to open, clear, and proactive communication
- Strong problem-solving abilities with a focus on continuous improvement
- Approachable and visible leadership that fosters trust among stakeholders
- A transparent and inclusive approach to decision-making
- Effective listener who values input from all stakeholders
- Empathetic and relationship-driven leadership that prioritizes staff, students, and families
- Resilient and adaptable to evolving educational landscapes

2. Talent Development & Organizational Management

Recognizing the importance of attracting and retaining top talent, the superintendent will be a champion for staff recruitment, professional development, and morale. Key responsibilities include:

- Recruiting, managing, and developing high-quality staff
- Advocating for students by ensuring excellent educators and resources
- Building and maintaining a strong and positive board-administrator relationship
- Strengthening interpersonal connections to enhance workplace culture
- Prioritizing staff morale and well-being to create a thriving learning environment
- Ensuring teacher retention by fostering an environment of respect, support, and autonomy
- Supporting professional development opportunities, particularly in social-emotional and equity initiatives
- Encouraging innovation and flexibility within instructional approaches

3. Academic & Operational Expertise

A strong foundation in curriculum, budget management, and community engagement will be essential to success in this role. The superintendent will:

- Oversee strategic budget development and financial resource management
- Lead curriculum development and instructional excellence
- Foster meaningful community engagement to enhance student opportunities
- Align curriculum and course offerings with evolving student needs
- Ensure district facilities continue to support academic success and innovation
- Prioritize whole-child education, emphasizing social-emotional learning alongside academic rigor
- Address literacy and curriculum alignment to meet evolving state mandates
- Balance technology integration with traditional learning methods
- Strengthen communication and transparency in curriculum changes and district policies

4. District Growth & Community Engagement

The superintendent will build upon the district's strengths while addressing its most pressing challenges, ensuring an inclusive and supportive environment for students, staff, and families. This includes:

- Strengthening partnerships with families and the broader community
- Enhancing communication to ensure transparency and stakeholder involvement
- Addressing budget constraints while maintaining high-quality programs
- Creating strategies to attract and retain exceptional staff
- Cultivating a district culture rooted in excellence, equity, and belonging
- Maintaining and strengthening the district's commitment to diversity, equity, and inclusion
- Promoting open and accessible communication channels, including leveraging digital platforms
- Building strong relationships with teachers, staff, and administrators to foster trust and collaboration
- Ensuring that administrative leadership remains engaged, visible, and approachable
- Being an advocate for the district's financial health while creatively addressing funding challenges