

MICHIGAN'S STATE SUPERINTENDENT JOB DESCRIPTION

"The State Board of Education shall appoint a superintendent of public instruction whose term of office shall be determined by the board. He/She shall be the chairman of the board without the right to vote and shall be responsible for implementing its policies. He/She shall be the principal executive officer of a state department of Education which shall have powers and duties provided by law" (Michigan Constitution)

Roles and Responsibilities

- The Superintendent reports to the State Board of Education, assists the Board in developing policy, and in fulfilling its constitutional obligations, and is responsible for the implementation of policies established by the Board.
- The Superintendent is responsible for the day-to-day management, supervision, and leadership of the Michigan Department of Education.
- The Superintendent assists the State Board of Education in developing an ongoing strategic plan for educational improvement in Michigan and leads its implementation.
- The Superintendent is responsible for the facilitation of alliances, programs and partnerships, where appropriate, to further SBE policy and the strategic plan, and to support the continual improvement of public education in the state.
- The Superintendent is responsible for developing cooperative working relationships with other government departments, the executive office, the legislature, and constituent groups, in service of SBE policy and the Top 10 in 10 strategic plan for improving education.
- The Superintendent is a spokesperson for the Michigan Department of Education and an advocate for the needs of education in the state.

Desirable Credentials, Skills, Traits, and Experience

1. High level of experience and effectiveness in managing significant education improvement in P-20 systems; with particular emphasis on:
 - Experience as a school administrator and/or superintendent, education leader or manager at a level of significant scope and responsibility
 - Classroom experience as a teacher and/or instructional leader
 - Working knowledge of state and federal education policy
 - Experience with turnaround and increasing student achievement
 - Knowledge of special education and a commitment to educating all children
 - Command of the application of contemporary technologies to education
 - History of work with mixture of urban and rural populations

2. Personal traits; with emphasis on:
 - Integrity
 - Collaborative, consensus & team builder
 - Collaborative approach
 - Critical thinker/thought leader
 - Visionary leadership
 - Appreciates teachers and educators
 - Strong communication skills
 - Sensitive to diverse and ethnic populations
 - Works collaboratively with all groups
3. Has a vision and strategy for education improvement that can effectively improve learning and outcomes for all children, with emphasis on:
 - Views education holistically as preparation for life, work, citizenship and a lifetime of learning, critical thinking, and discovery
 - Believes all children can learn
 - Supports well-rounded education: arts, music, social and emotional supports, physical education
 - Committed to close achievement gaps and advance strategies that narrow historic inequities in learning and outcomes
 - Recognition of the effects of poverty
 - Vision combines data-driven decisions to better help all students succeed, with support for strategies and capacity-building that delivers on this goal
 - Understands the importance of providing supports to meet the needs of the whole child
4. Demonstrated ability to lead policy change and educational improvement in a politically charged, multi-stakeholder environment with emphasis on:
 - Ability to work effectively with the governor, state legislature, grassroots community, and lobbyists
 - Ability to lead and engage multiple stakeholders/build coalitions
 - Politically astute
5. Effective manager with emphasis on:
 - Strong education organization management skills and integrity
 - Experience managing a complex educational organization or large team to a high performance level
 - Commitment to research, evidence-based decisions
6. Interest and commitment to working closely and in alignment with elected state board of education with emphasis on:
 - Willingness to work in a transparent, open way with the board
 - Commitment to support State Board of Education's policy leadership in education and work with State Board of Education to develop and advance policy, and lead its implementation
 - Willingness and ability to report to and support publicly elected board
7. Committed to upholding and enhancing the vital role of public education in Michigan with:
 - A passion for public education

8. Understanding of Michigan's unique challenges with emphasis on:
 - Michigan structure and relationships
 - A vision for addressing Michigan specific problems
9. Articulate spokesperson and ability to engage the public and constituencies

Adopted September 11, 2018