Action4Equity

Recommendations for the Winston-Salem/Forsyth County Superintendent Search

Action4Equity highly recommends the search for a new superintendent of the WSFC Schools include the following experience, knowledge, and abilities.

EXPERIENCE

- Worked as an administrator in an urban system that has eliminated or reduced the achievement gap for black and white students, particularly males
- Demonstrated the ability to design and implement a system-wide planning and evaluation system
- Articulated a comprehensive district improvement plan that allows for Every Student Succeeds Act (ESSA) requirements
- Demonstrated the ability to collaborate and communicate with all community stakeholders in the education process
- Demonstrated the ability to select and develop competent school principals with a student achievement focus instead of a building level manager

KNOWLEDGE

- Fully understands the achievement gap among all student groups in WSFCS
- Understands how and why children learn and can articulate this understanding clearly through a researched based instructional framework
- Understands how teachers grow and develop and can articulate this understanding through a professional development framework that includes racial equity and diversity
- Understands how institutional racism has impacted all the structures in this society and can articulate this understanding with courage, and commitment to lead the district in this understanding
- Understands how to produce equity in a multi-ethnic school system and takes responsibility for leading for equity
- Understands how to integrate program planning and budgeting

ABILITY/SKILL

- The emotional intelligence and self-discipline to treat everyone with courtesy and respect
- The ability to listen to and accept feedback without feeling threatened and public displays of emotion
- A willingness to be accessible to all community groups that have demonstrated knowledge of research-based proposals which impact achievement and a vision for collaboration in the interest of students achievement
- A deep knowledge of their discipline, i.e. how to lead organizations to achieve their objectives.
- A keenness for educational leadership capacity in selecting an executive level team with evidenced based impact on total school improvement, turn around and achievement