

## **EXECUTIVE DIRECTOR PROFILE**

**The individual hired as Executive Director should be someone who:**

- Has the ability to develop organizational structures and create systems to implement the structures which will bring about accountability for defined roles, policies, and practices to strengthen the school.
- Has a deep understanding of curriculum to align it K-8 and assure Minnesota standards; leading to high performance and the ability to successfully transfer to the educational option of choice after 8<sup>th</sup> grade.
- Is committed to the vision of diversity; able to define the implementation plan with stakeholder input and support so that the charter school represents the community.
- Can communicate well when writing or speaking to all stakeholders inside the organization, and its community on behalf of the School in both German and English.
- Understands and has experience with the Germanic culture creating a commitment to the importance of its presence in the immersion concept.
- Can guide the creation of a strong, cohesive team headed in the same direction and allowing all to reach their potential for contributing to the school.
- Will work with all stakeholders to review/revise the vision and strategic plan and then consistently implement it with appropriate accountability measures and reporting.
- Will know Minnesota fiscal laws and facilitate strong financial management and accountability for the charter school, allowing for increased compensation for staff, allowing the hiring and retention of staff on a competitive basis with other schools.
- Is committed to the concept and implementation of a strong German Immersion Charter School and will develop ties with both the German support systems available within the Twin Cities and abroad.