

# Chief Administrator

## Heartland Area Education Agency

### DESIRED CHARACTERISTICS

After seeking input from Board members, staff, constituent members of Heartland A.E.A. via focus group interviews and an online survey, the Board of the Heartland Area Education Agency seeks a strong, experienced educational leader who possesses the following characteristics:

#### **Relationship builder**

- Collaborative and understands the importance of gaining the trust and respect of staff, leaders of member schools, parents and staff associated with the Agency.
- Builds and maintains a strong working relationships with all staff and stakeholders in the A.E.A.
- Promotes a productive working relationship with members of the A.E.A. Board.

#### **Communicator extraordinaire**

- Effectively communicates the unique characteristics and needs of the Heartland A.E.A. to political leaders and others.
- Embraces the role as the face and voice of the A.E.A. and is an advocate for education in the State of Iowa.
- Has refined and acute listening skills.
- Comfortable interacting with elected and appointed officials to influence legislation and rules that result in a positive direction for education within the A.E.A. and State of Iowa.

#### **Management and leadership skills commensurate to lead a large and complex organization**

- Inclusive leadership/management style, empowering and holding staff accountable.
- Creates a strong focus on the recruitment and retention of expert talent.
- Experienced in an organization of similar complexity and size.
- Knowledgeable and has a deep understanding of the Area Education Agency system history and structure in Iowa.
- Organizes people and resources around strategically important goals.

#### **Pedagogical expertise**

- Experience as a key leader in a school district or an intermediate agency as a teacher and administrator.
- Knowledgeable of the latest research, issues and trends in education.
- Realizes the interconnectedness of social and emotional health and the impact upon the ability of staff and students to achieve academic success.

- Chief learner for the school district with a strong focus on academic leadership.

**Personal attributes**

- Approachable. Supportive. Ethical. Sense of Humor.
- Relationship centered. Collaborative.
- Courageous in defending recommendations that benefit Iowa schools and students.
- Genuine with a high degree of integrity.
- Understands and appreciates Iowa and Midwestern values.

**The Successful Candidate will**

- Become thoroughly familiar with the history, culture, and needs of the Heartland Area Education Agency and State of Iowa.
- Possess or be immediately eligible for professional credentials and licensure in the State of Iowa as a Chief Administrator for an Area Education Agency.

## SELECTION PROCESS

The Board has retained Ted Blaesing and John Perdue of HYA to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. Any questions regarding the application process and/or selection process should be directed to the consultants:

Ted Blaesing, Senior Associate (651) 470-8579 [tedblaesing@hyasearch.com](mailto:tedblaesing@hyasearch.com)

John Perdue, Associate (630) 546-3732 [johnperdue@hyasearch.com](mailto:johnperdue@hyasearch.com)