

Characteristics for Kentucky's Next Commissioner of Education (Working Draft)

The Opportunity to Become Kentucky's Next Commissioner of Education: The Kentucky Board of Education is offering an exciting and challenging leadership and change management opportunity to make a difference for all of Kentucky's P-12 public school students. The board is seeking an individual who shares its commitment to putting the needs and interests of students first and foremost and preparing them for success in their education, career and citizenship. Partnering with educators to collectively deliver on this promise presents the selected person the chance to apply innovative approaches in order to move students beyond college- and career-readiness toward global competency.

Overall Expectations for the Position

The Kentucky Board of Education is seeking a commissioner of education who:

- Possesses the appropriate professional qualifications and passion to lead and champion the P-12 public education system of the Commonwealth;
- Is primarily driven to advance student achievement and student success – a leader whose central focus is on improving results for all students and has a sense of urgency to reach educational equity for all students;
- Exhibits the capacity to engage, involve, motivate and inspire the educators who have assumed the responsibility to educate the state's next generation;
- Balances a combination of relentless focus on the student with managing the system to support the people who are getting the work accomplished; and
- Displays the highest moral and intellectual integrity, is honest and open, pursues difficult issues with a firmness of purpose, exhibits respect of others, shows consistency and depth of thought, and presents a deep appreciation and respect for diversity and inclusion.

Specific Traits the Selected Individual Must Possess

Communication

Kentucky's next commissioner of education will be an outstanding communicator with the ability to listen, exchange ideas, clearly articulate his/her thoughts and inspire others to take action by:

- Relating to multiple audiences (principals, superintendents, teachers, parents, the education community, policymakers and those influencing education decision making and the public at-large);
- Building strong relationships to benefit public education;
- Communicating a compelling vision;
- Being an active listener;
- Using and deploying technology effectively as a communication tool;
- Communicating with youth and inspiring them to be active participants in their education and pursuit of a career; and
- Working with the Kentucky Board of Education to build public understanding and support for Kentucky's educational goals.

Knowledge and Expertise

Kentucky's next commissioner of education will display the educational knowledge and expertise to lead an exemplary educational system by:

- Exhibiting detailed knowledge and an understanding of the teaching and learning process;

- Possessing the ability to move the Kentucky Board of Education's deeper learning, assessment, and global competency agenda forward;
- Displaying the skills necessary to develop and implement high-quality instruction, assessment and accountability systems;
- Demonstrating a deep understanding of Kentucky's rich history in education reform;
- Being well-versed in state education policy;
- Sustaining Kentucky's national presence and continued commitment to excellence in education;
- Having the ability to render a balance between understanding the opinions/needs of the field and moving the reform policy agenda forward; and
- Demonstrating the capacity to help people make difficult transitions to benefit student learning.

Leadership and Change Management

Kentucky's next commissioner of education will possess leadership and change management skills resulting in continuous improvement and excellence by:

- Displaying a management style that will motivate and inspire others;
- Demonstrating a proven track record of leading an organization through change toward results;
- Having a deep understanding of systems change;
- Exhibiting the ability to use leverage points (financial resources, human capital, supports, tools, and time) to effect continuous improvement;
- Showing the ability to balance the leadership of change and the management of a complex system; and
- Understanding how to manage the Kentucky Department of Education as an agency that is balanced between compliance (accountability) and service/support.