



Next Superintendent Criteria

Poised for growth and transformation, Eugene School District 4J seeks an experienced, passionate, innovative leader committed to shaping the future of education for the community's children, and who embodies the following characteristics and skills, each of which are vital for our district to thrive:

- **Visionary, Strategic and Effective Leadership** – an accomplished leader with the demonstrated ability to articulate a bold, future-focused plan, including strategic actions to drive the plan, that ensures measurable improvements, strong learning outcomes, and prepares students for their futures
- **Student-Centered** – focused on putting students first, seeking and responding to student voice, and making decisions that measurably improve their well-being, academic outcomes, self-advocacy, and sense of belonging
- **Unwavering Dedication to Equity and Inclusion** – an established track record of addressing systemic inequities, dismantling barriers, and fostering an inclusive environment for all, including BIPOC, LGBTQ2SIA+, students with disabilities, English Language Learners, and newcomers; has led efforts to create accessible environments, improve literacy and achievement gaps, and prioritizes voices with lived experience
- **Transparent and Authentic Communication** – a responsive communicator who cultivates trust and respect by engaging stakeholders with honesty, clarity, and active listening; committed to providing clear and straightforward rationale behind decisions
- **Collaborative Leadership** – fosters teamwork and partnerships, seeking input and attentively listening to ensure all voices are heard and considered; accomplished at shaping policies and initiatives that are born of collaboration, cultivating strong working relationships with and across employee groups and setting all staff up for success
- **Special Education Knowledge and Expertise** – a track record of strong advocacy for the wellbeing of students, incorporating the expertise of lived experience; proven leadership that fosters the success of effective, evidence-based special education programs, services and inclusive practices
- **Demonstrated Problem-Solving and Decision-Making Skills** – a critical thinker who can manage daily operations in a complex organization, address challenges, and maintain a sharp focus to make informed decisions and ensure accountability; exhibits both the courage to stand by difficult decisions and the willingness to course correct when required
- **Approachable, Visible, and Empathetic** – consistently exemplifies compassion, understanding diverse perspectives, and supporting the social and emotional well-being of students and staff; engages with staff, students, families, and community partners directly to build trust through personal connection
- **Advocate for Innovation and Creativity** – known for embracing new ideas, promoting innovation, valuing joyful learning, and supporting creative solutions to enhance educational practices; a record of advocacy for resources and funding, allocating resources to meet student and staff needs
- **Longevity and Stability** – committed to building stability and continuity by prioritizing sustained leadership, valuing and cultivating relationships, and becoming actively immersed in the extraordinary Eugene community