

Key Criteria for Deputy Director of Academics

Required Criteria

1. Equity-Centered Leader with a track record of accomplishment.

Oregon's aspiration of educational equity permeates all aspects of the Oregon Department of Education.

2. Demonstrable success in strategic leadership toward organizational change management.

ODE is reimagining itself in light of the Governor's three educational priorities for PK-12 and a determination to provide both a high level of customer service toward, and a high level of accountability for, the PK-12 systems it supports.

3. Demonstrable success (at least four consecutive years) of success in either a superintendent role OR in a senior level role of a large entity or state agency.

This role requires a deep understanding of PK-12 systems and the ability to manage bodies of work in a complex system. As such, successful experience as a Superintendent or at a senior level in a large entity or agency is likely a requisite ingredient for success.

4. Deep understanding of K-12 systems as evidenced by demonstrated successes within academic leadership roles.

This role oversees the entirety of the ODE's Academic Division, which requires a deep understanding of teaching and learning within the PK-12 space.

5. Accomplishments with respect to process improvements at scale; improving operational efficiencies and business processes; and large budget management.

ODE plays a significant role within the education landscape of the state of Oregon, overseeing the education of over 560,000 students in Oregon's public K-12 education system. ODE encompasses early learning, public preschool programs, the state School for the Deaf, regional programs for children with disabilities, and education programs in Oregon youth corrections facilities. As such, the incumbent in this role should possess

accomplishments that demonstrate a business acumen which will allow for success on a large scale.

6. Extraordinarily high communication skills – both written and verbal.

The ability to speak to a wide variety of audiences, as well as to provide cogent written communication, is a critical skillset in this role.

High-Value Criteria

7. Experience supporting both urban and rural educational environments.

Oregon's magnificent diversity also includes a great diversity of school systems, from small to large, and from rural to suburban to urban. ODE's leadership is responsive to the needs of all districts, regardless of their geography or size.

8. Sophistication with respect to the legislative process, and experience engaging deeply with both executive and legislative branches.

The incumbent will engage frequently with the Office of the Governor, and with legislators, other electeds, and their respective staffs.

9. Execution of a vision of greater K-12 accountability within a SEA or LEA.

Accountability systems for PK-12 school districts will be forefront over the next several biennia.

Approved April 11, 2025

To Apply: <https://human-capital-enterprises.breezy.hr/p/cf6f5017c3ef-deputy-director-of-academics-oregon-department-of-education>