



HUMAN CAPITAL ENTERPRISES
REDEFINING HUMAN RESOURCES LEADERSHIP



**CRESWELL
SCHOOL DISTRICT 40**
ONE TEAM, ONE DREAM

Creswell School District is seeking a Superintendent who will lead with genuine care for students, staff, families, and the broader community, and who will become an integral part of life in Creswell. The Creswell School District Board of Directors seeks a leader who brings leadership experience and/or understanding of leading in a small community and exemplifies the following leadership qualities.

Student-Centered Leadership

- Consistently places students at the center of all decisions
- Is actively engaged with school events and activities and knows and is known by students
- Supports inclusive and supportive learning environments for all students
- Leads innovation to expand opportunities and pathways for Creswell students

Instructional Leadership and a Coherent K–12 Vision

- Advances a clear “north star” for student learning, including strong general education and special education programming that meets diverse student needs
- Builds on the district’s strategic plan and existing K–12 alignment to further strengthen teaching and learning across the system

Authentic Trust-Building Communication

- Communicates transparently, clearly, and consistently with students, staff, families, the Board, and the broader Creswell community
- Listens carefully and with curiosity to diverse perspectives and responds thoughtfully
- Leads with honesty, modeling integrity in words, actions, and decisions to foster a culture of transparency and trust

Community Engagement and Relationship Building

- Builds strong partnerships with families, community members, and local organizations
- Maintains an accessible, approachable presence throughout the community
- Honors Creswell’s community pride while fostering shared ownership of district success

Collaborative Leadership and Respect for Staff

- Builds positive, trusting and healthy relationships with all staff
- Knows staff and is visible in schools and classrooms
- Encourages teamwork and mutual accountability
- Fosters continuous improvement through trust and shared leadership, empowering principals and staff to lead their schools in ways that best serve students

Excellent Fiscal and Operational Stewardship

- Provides sound fiscal stewardship and effective oversight of district priorities
- Builds on the district’s successful bond program through strong construction oversight, strategic use of grants and partnerships, and transparent stewardship of voter-approved funds