



## **Next Superintendent Criteria**

*The Klamath County School District seeks a Superintendent who will lead with integrity, listen with intention, and act with courage and conviction — bringing a proven record of guiding complex systems, and the judgment needed to make decisions that keep students and their well-being at the center of the district's work. The following criteria outline the leadership qualities, experience, and approach essential for guiding the Klamath County School District into its next chapter.*

### **Clear, Honest, and Trust-Building Communication**

Communicates openly and clearly with students, staff, families, the Board, and the broader KCSD community. Fosters trust through transparency, consistency, legislative advocacy, and follow-through, particularly when decisions are complex or difficult.

### **Active Listening, Approachability, and Responsiveness**

Listens carefully and respectfully to diverse perspectives, including students, staff, families, and community partners. Is approachable and accessible, and demonstrates responsiveness by considering feedback thoughtfully and communicating how input informs decisions.

### **Student-Centered Leadership Rooted in Care and Kindness**

Consistently places students at the center of all decisions, demonstrating genuine care, kindness, and commitment to student well-being, safety, and student achievement — including preparing students to reach their full potential and to engage meaningfully in their communities after graduation.

### **Integrity, Fairness, and Ethical Decision-Making**

Leads with integrity and fairness, making ethical decisions and applying policies consistently across schools, staff groups, and student populations.

### **Strong, Steady, and Confident Leadership**

Provides steady and confident leadership, demonstrating courage in making difficult decisions, and maintaining direction and focus through challenge, complexity, and change — particularly in complex environments requiring clarity, consistency, and purposeful decision-making.

### **Instructional Leadership, Educational Expertise, and Systems Thinking**

A proven and forward-thinking record as an instructional leader and educator, paired with deep knowledge of how education systems in diverse communities prepare students for college, career, the trades, and life, to guide instructional direction and support teaching and learning across the district.

### **Operational and Fiscal Stewardship**

Demonstrates experience in budget development, long-term financial planning, and responsible stewardship of public resources — including making difficult allocation decisions, addressing infrastructure and systems needs, and aligning operational investments with district priorities and student outcomes.

### **Community-Centered, Collaborative, and Improvement-Oriented Leadership**

Leads collaboratively within the district and across the state, engaging with community partners and stakeholders around priorities and shared goals, and navigating complex or competing interests in service of the district's mission. Sets a clear vision for continuous improvement, growth, and positive change across the district and the county, aligning people and systems to support long-term district success.