



HUMAN CAPITAL ENTERPRISES
REDEFINING HUMAN RESOURCES LEADERSHIP

Next Superintendent Criteria for the new Los Gatos USD Superintendent

Below are the specific criteria that the consultants will use in identifying outstanding prospects for the position of Superintendent of LGUSD. It is also a document which the Board will use in its deliberations in the *Select* phase of the search.

The Board of Directors of Los Gatos Union School District seeks an exceptional educational leader who

- Is an experienced school district executive with high-level capacity to serve as the organization's leader.
- Stewards district finances ably and responsibly, with a savviness around strategic prioritization, philanthropy, capital construction, and competitive compensation.
- Has a strong track record of accomplishments, including measurable academic gains, in school districts with similar attributes to Los Gatos.
- Desires to build a long-term relationship with Los Gatos as a community, and who builds relationships and leverages community partnerships to advance the work of our schools.

and who:

- Builds and enhances a district-wide culture of excellence, built upon evidence-based practices rooted in measurement and data.
- Leads and perseveres with humility, warmth, thoughtfulness, calm, and wisdom.
- Will deeply invest in our community, will be visible and known, approachable and accessible.
- Strategizes, unabashedly, toward excellence. Courageously addresses challenges head-on, guided by a belief that every child deserves an extraordinary education, and that serving the needs of children is our primary mission.
- Embraces innovation and is able to lead staff and the community to adapt to the challenges and opportunities presented by advancements in technological practices.
- Listens. Reflects.
- Operates with a problem-solver's mindset, knowing that collaborative relationships with staff, labor, and community partners are critical to the success of our work.
- Prioritizes ongoing learning and growth opportunities for all staff.
- Possesses outstanding communication skills. Communicates with seeming effortlessness, both in the spoken and written word, in a multitude of venues and with a variety of audiences.
- Stewards and enhances our academic work, our strategic plan, and the flagship programs we have built that support the development of the whole child.
- Operates with the highest level of integrity – leading with honesty and authenticity and holding self and others accountable to the success of our students.
- Develops systems for proactive, timely, and transparent stakeholder communication on matters large and small.
- Demonstrates political acumen – both in terms of advocacy for our schools, and also in terms of reading the room.
- Is a relational leader who knows people by name and cares about them.

Candidate must possess a Clear Administrative Services Credential.

Approved March 16, 2026