

BRSSD Next Superintendent Criteria

The Belmont-Redwood Shores School District Board of Trustees seeks an exceptional educational leader who:

- **Is an experienced school district executive** with demonstrated success in TK–8 systems, instructional leadership, and evidence-based improvement.
- **Communicates consistently, transparently, and honestly;** explaining decisions, sharing the “why,” and keeping stakeholders informed.
- **Builds and sustains a strong, connected community that fosters collaborative relationships,** showing visible, approachable presence across schools and knowing students, staff, and families personally.

and who:

- **Centers students in every decision,** prioritizing academic excellence, well-being, safety, and equitable opportunities for all learners.
- **Brings strategic vision and forward-thinking innovation,** preparing students for a rapidly evolving future through our Profile of a Learner, and thoughtful integration of technology and AI.
- **Leads with clarity, integrity, authenticity, and humility;** earning trust through fairness, candor, and principled decision-making.
- **Demonstrates instructional expertise,** with deep knowledge of curriculum, teaching, learning, special education, and diverse student needs.
- **Develops, retains, and supports exceptional teachers, staff, and principals,** investing in professional growth and strong leadership pipelines.
- **Shows empathy, emotional intelligence, and compassion,** understanding the human side of schools and supporting staff, families, and students.
- **Listens deeply and responds authentically,** demonstrating that stakeholder input shapes decisions and follows-through.
- **Makes timely, courageous, data-driven decisions,** even when difficult or unpopular, and communicates the rationale clearly.
- **Demonstrates fiscal responsibility and school finance expertise,** navigating enrollment pressures, resource allocation, and long-term sustainability with transparency.
- **Ensures accountability, follow-through, and operational excellence,** turning engagement into action and strengthening systems across the district.
- **Advances equity, inclusion, and cultural competence,** addressing opportunity gaps, supporting diverse learners, and fostering belonging.
- **Works effectively with and guides the Board,** strengthening governance, using Trustee perspectives productively, and maintaining a healthy governance team.
- **Commits to BRSSD for the long term,** embracing the community, understanding its unique context, and sustaining momentum over time.

Candidate must possess a Clear Administrative Services Credential