FERN RIDGE SCHOOL DISTRICT NEXT SUPERINTENDENT CRITERIA

The [FRSD] Board of Directors seeks an exceptional educational leader who is a(n):

Accomplished Instructional Leader who champions FRSD's students, staff, schools, and community, and who deeply understands rural school districts and the communities who support them, and who:

- Has a wide-range of K–12 public school experience and will guide the district — from instructional leadership to human resources to financial stewardship — with genuine credibility and expertise.
- Relentlessly focuses on students' needs, and their well-being, achievement, and safety.
- Thoughtfully develops, sustains, and expands instructional, career-technical, and co-curricular programs to attract, retain, and engage students and prepare them for future success.
- Models humility, integrity, and trustworthiness and inspires fun, hope, and a sense of belonging among students, staff, families, and the greater community.
- Hires, develops, and retains the highest quality staff; partners with educators to sustain a positive, professional work culture.
- Creates meaningful, structured opportunities for student voice in district decision-making.
- **Courageous, Strategic, and Organized Leader** who:
- Makes difficult decisions with clarity, creativity, and courage, even when unpopular, and communicates the rationale honestly and clearly.
- Prudently stewards district finances; demonstrates sound fiscal judgment and allocates resources to equitably meet the needs of all students.
- Leads by doing; demonstrates understanding of and actively supports the work in classrooms, in buildings, in Central Office, and throughout the district.
- Builds a high-functioning leadership team; delegates effectively, holds self and others accountable, and ensures operational excellence across the district.
- Navigates complex challenges — including school reconfiguration, enrollment decline, and staffing pressures — with data, transparency, and a steady hand.
- Works effectively with the Board through transparency, collaboration, and clear delineation of governance roles and responsibilities.
- **Approachable, Relational, and Trusted Communicator** who:
- Is recognizable and visible in schools and the community, and is authentic, relatable and accessible to students, staff, families and district partners.
- Communicates clearly, honestly, and consistently with a diversity of audiences; listens as well as speaks.
- Demonstrates genuine warmth and empathy, building trust and community confidence through consistent follow-through and transparent communication.
- Brings stakeholders together around shared goals — and is seen as a unifier and bridge-builder.
- Advocates effectively on behalf of the district and its students at the local, regional and state level.