Next Superintendent Criteria

With much to celebrate and a community deeply invested in its schools, Redmond School District seeks an experienced leader who will build strong relationships, advance the district's vision – *Thriving Students. Engaged Community. Ready Graduates*. – and who embodies the following attributes:

1. Exceptional Communicator and Community-Connector

Communicates clearly, transparently, and consistently; listens actively; builds trusting relationships with students, staff, families, and community partners; and is visible, approachable, and actively engaged in schools and throughout the Redmond community.

2. Student-Centered and Instructionally Focused

Demonstrates a strong understanding of effective teaching and learning and a proven record of improving student outcomes; promotes high expectations for student achievement; and ensures that all students have access to meaningful educational opportunities and the support they need to succeed.

3. Fiscally Responsible

Demonstrates strong financial acumen and sound judgment; effectively and transparently manages resources, navigates budget challenges, and makes thoughtful decisions that align fiscal realities with the district's educational priorities.

4. Effective Organizational and Systems Thinker

Demonstrates the ability to lead complex organizations, establish effective systems and practices, build strong leadership teams, and promote accountability and consistency across schools and departments.

5. Collaborative and Supportive

Values, supports, and develops employees; fosters a positive, respectful, and collaborative organizational culture; and maintains constructive relationships with employee associations and labor partners.

6. Principled, Courageous, and Steady

Demonstrates integrity and sound judgment; makes difficult decisions with courage and fairness; clearly communicates the rationale for decisions; and has the conviction to follow through while maintaining a clear focus on students and the district's mission.

7. Visionary and Forward-Thinking

Builds on the district's strengths and successes; engages others in shaping a shared vision for the future; champions Redmond Schools; and identifies opportunities to strengthen educational programs and student outcomes.