

# Next Superintendent Criteria



Lane ESD seeks an experienced, service-oriented, leader with superintendent or senior cabinet-level experience – one who strengthens districts, supports educators, and advances opportunity and belonging – and who embodies the following leadership attributes:

## **1. Relationship-Driven Regional Partner**

*Builds deep trust with component superintendents and community partners; leads through service, collaboration, and bringing people together around shared priorities.*

## **2. Exceptional Communicator and Listener**

*Is a clear, transparent communicator across a variety of audiences; listens deeply and builds alignment through shared understanding, trust, and purpose. Values collaboration and engages constituents in decisions affecting their districts and students.*

## **3. Evidence of Advancing Opportunity and Belonging Through Action**

*Has a demonstrated history of improving conditions and outcomes for students and employees of all backgrounds through concrete actions and decisions. Creates environments where people feel respected, supported, and able to thrive – with visible impact on culture, equitable access, and opportunity.*

## **4. Instructional and Special Education Expertise**

*Brings deep knowledge of teaching, learning, and special education systems, with an unwavering commitment to improving outcomes for students with a wide range of needs. Uses data to inform instructional improvement, monitor progress, and strengthen service delivery across the region.*

## **5. Strategic Fiscal Steward**

*Navigates budget constraints with clarity, integrity, and sustainability; aligns limited resources to the highest-impact regional priorities. Thoughtfully considers the impact of Lane ESD's financial decisions on the budgets of component districts and aligns funding actions with districts' budgeting cycles.*

## **6. Politically Savvy, State-Aware Advocate**

*Understands state-level systems, policy, and political realities; advocates effectively for Lane ESD and its component districts.*

## **7. Crisis-Ready Leader with a Steady Hand**

*Provides calm, grounded leadership during emergencies, conflict, and uncertainty. Makes timely, well-reasoned decisions grounded in data and context, stabilizing people and systems when pressure is high.*

## **8. Capacity to Lead Change in a Complex Organization**

*Builds on existing strengths while guiding the organization through transitions and evolving demands; leads structured, evidence-based change that strengthens systems and maintains trust, morale, and coherence.*

## **9. Authentic, Visible, and Approachable**

*Leads with humility, integrity, and compassion through a grounded leadership style, maintaining a visible and approachable presence that builds trust and genuine connection internally and externally. Shows a demonstrated pattern of long-term commitment in prior roles, with evidence of enduring investment in the communities and organizations served.*

## **10. Innovative ESD Strategist and Builder of Strong Teams**

*Anticipates emerging district needs and evolves Lane ESD's service model to ensure the ESD remains indispensable to every component district; builds and sustains high-performing leadership teams that design, pilot, and scale innovative solutions.*