

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.