



South Lane School District Next Superintendent Criteria

The South Lane School District Board of Directors seek an exceptional, experienced educational leader who embodies the following skills and attributes:

Strategic Visionary Leadership

- Articulates a compelling, future-focused vision that prioritizes the long-term success of every student, and inspires collective action across the organization
- Leverages data and strategic planning to establish ambitious goals, align resources with district priorities, and drive innovative solutions to ensure accountability and measurable progress

Relational, Transparent Communication

- Communicates clearly, authentically, and transparently to foster trust, rapport, mutual respect and understanding
- Demonstrates empathy, humility, and genuine care for the well-being of staff, students, and families; visible and approachable to connect meaningfully with all stakeholders

Student-Centered Instructional Leadership

- Leads with deep expertise in teaching and learning across grade levels; effectively employs systems of intervention and capably addresses social-emotional learning needs
- Improves academic outcomes by leveraging data to guide decisions, supporting educators in their professional growth and their delivery of high-quality instruction

Strategic Fiscal Leadership and Resource Stewardship

- Develops and manages budgets aligned with district priorities, ensuring transparency, accountability, and powerful and equitable resource allocation
- Tenaciously pursues innovative funding and advocates for additional state resources; leverages business acumen to streamline systems, address inefficiencies, and enhance accountability

Commitment to Equity and Inclusivity

- Demonstrates an unwavering commitment to meeting the needs of diverse learners by ensuring equitable access to resources, opportunities, and effective supports
- Promotes a culture of inclusion by actively seeking out and attending to voices from all backgrounds, and fostering environments where everyone feels respected and valued
- Navigates sensitive topics and diverse perspectives with cultural competence, listening actively, and modeling inclusive dialogue to build unity

Collaboration and Team Empowerment

- Builds and nurtures a high functioning team culture grounded in collaboration, shared goals, and a unified vision for district success; actively elicits differing points of view and models respect for honest dialogue
- Empowers staff through distributed leadership; delegates effectively, and leverages the collective strengths of staff at all levels to achieve district objectives and foster professional growth

Accountability, Resilient Leadership, and Decisive Action

- An adaptable and resilient leader who sets and upholds high standards for self, staff, and systems, balancing firmness with compassion to foster a culture of care and mutual accountability
- Navigates challenges with transparency and integrity, following through on commitments to maintain trust; exhibits both the courage to make and stand by difficult decisions and the willingness to course correct when in the best interest of students

Engaged, Visible and Committed to Stability and Long Term Impact

- Maintains a visible and active presence, participates in community events, school activities, and district initiatives to build trust and strengthen relationships
- Cultivates partnerships with local organizations and businesses, aligning efforts to support community and district goals and unify stakeholders in support of shared success
- Embraces the unique and vibrant community of Cottage Grove, fostering strong connections and a shared vision for the long term betterment of the lives of students, families, and citizens