



## South Lane School District Next Superintendent Criteria

The South Lane School District Board of Directors seek an exceptional educational leader with district-level experience and an understanding of rural and small-town schools, 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
- Committed to supporting Professional Learning Communities, empowering 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 ensure uniformity in 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