



HUMAN CAPITAL ENTERPRISES
REDEFINING HUMAN RESOURCES LEADERSHIP

Port Angeles School District's Next Superintendent Criteria

The Port Angeles School Board seeks an exceptional leader who is:

An Inspiring Visionary and Innovator with significant school district leadership experience who:

- Develops, sustains, and expands academic, CTE, and co-curricular programs such as athletics, activities, and music, to attract, retain, and engage families and prepare students for future success.
- Articulates a strategic path forward for the district while balancing fiscal responsibility and innovative solutions – including new ways of thinking about complex problems.
- Collaboratively tackles complex challenges such as infrastructure improvements, discipline, safety, and declining enrollment.
- Has experience as a superintendent or in a senior-level role with demonstrated accomplishments.
- Has served as an educator at the school level and can speak to modern instructional practices, research and best practices.
- Understands the unique needs of students in special populations.

A Visible and Compassionate Leader who:

- Centers work around what is best for students.
- Understands and is sensitive to the challenges that impact those who work most closely with our young people.
- Participates and is engaged in school life, visits schools and finds joy there, shows care for students and staff.

A Champion of Equity who:

- Has worked to uplift individuals and groups of individuals who historically have not been the recipients of educational justice.
- Has committed to addressing systemic inequities.
- Cultivates a culture where every student and staff member feels supported, included, and valued.

An Authentic Communicator and Relationship-Builder who:

- Is known to be honest, trustworthy and a person of integrity.
- Fosters unity, builds trust, and collaborates across all stakeholder groups including students, staff, families, taxpayers and partners with a passion for and understanding of historically marginalized communities.
- Communicates with skill and ease and understands the importance of well-executed, strategic communication.
- Listens. Reflects. Is attentive and authentic.
- Establishes and sustains strong relations with labor partners and community partners. Is seen and personally known in the community and in the schools.