

## **Superintendent Qualifications**

### ***Experience and Education***

- Appropriate Oregon administrative license with a superintendents endorsement or a transitional superintendent license
- M.A. or higher degree in educational leadership, supervision or administration
- Prior experience at the central office level in public school leadership or in a school administrative position
- In lieu of the experience and training requirements, the Board may consider a candidate who meets transitional administrator or exceptional administrator licensure requirements
- Prior experience as a teacher/principal preferred at all levels, K-12
- Additional experience in personnel law, school finance, curriculum and instruction, technology, special education, maintenance and facilities

### ***Communication Skills***

- Is approachable and listens to others with an open mind; accepts differences of opinion
- Communicates effectively with the community, staff, students, the board of directors and other stakeholders
- Possesses strong verbal and written communication skills
- Demonstrates a sensitivity and respect toward the diverse elements of the community

### ***Leadership Qualities***

- Advocates effectively with legislative bodies to effect positive change in educational funding and laws
- Management style that is open, honest and supportive towards all levels of staff
- Ability to provide leadership to and work cooperatively with the board, staff, students and district communities
- Demonstrates strong decision making skills; shows integrity and involves others in the decision-making process; able to effectively delegate responsibility to others while managing complex change
- Demonstrates a proactive approach to problem solving; takes initiative; develops creative and positive solutions, including student discipline
- Provides visionary leadership; willing to set short term and long term goals; demonstrates a progressive and thoughtful approach to a consensus- building leadership style; a team builder
- Willing to take a strong stand on difficult issues
- Advocate for well-rounded education system including academics, professional technical, the arts, and student activities, and specialized educational needs for students who are at risk to graduate
- Willing to work with the business community and other public and private agencies to maximize resources for the district
- Knowledge of state and federal laws, grant writing and funding resources

***Management Skills***

- Ability to identify, select, motivate and evaluate high-quality staff
- Understands school finance and the budget process with the ability to lead the district in effective business decisions
- Recognize all parts of the organization as valuable

***Board Relations***

- Ability to work with an elected board in an open and professional manner

***Personal and Professional Characteristics***

- Energetic, charismatic personality who is a good motivational speaker with proactive and effective communication skills
- Demonstrates strong personal and professional honesty, integrity, fairness and justice
- Establishes high levels of trust with others and has a high level of personal accountability
- Shows a genuine concern for and understanding of students
- Shows respect for all members of the school community and the community at large
- Not willing to settle for mediocrity
- Is a risk taker who can think “outside the box”

***Additional Qualifications***

- Desires a long-term involvement with the district and community
- Willing to be visible in community activities
- Ability to promote the vision of a unified, consolidated district
- Experienced with a successful bond passage
- Willing to collaborate and promote education with both the public and private school sectors