

Qualifications & Criteria for the Next Superintendent

The Willamette Education Service District seeks an exceptional leader who is a(n)

- **Ethical, Respected, and Accomplished Leader** with an established track record of advancing outcomes in a complex organization and who:
 - Demonstrates a deep understanding of Oregon public education and the pivotal role of the Education Service District within Oregon's P-16 systems.
 - Relentlessly focuses on understanding and meeting the unique needs of each of the WESD's twenty-one component districts and the diverse students they serve.
 - Fosters relationships with a broad array of partners, including business, social services and higher education within and outside of the educational system in joint pursuit of bettering the lives of Oregon's students and families.
 - Steadfastly advances the organization to improve systems and efficiencies.
 - Possesses political acumen and is effective in legislative advocacy and educational policy development.

- **Entrepreneurial, Future-Focused, and Strategic Leader** who:
 - Skillfully, creatively, and collaboratively leads the development of future-focused cutting-edge programs and technology related initiatives.
 - Builds consensus, empowers those who implement the programs, and holds self and others to high standards and accountability.
 - Possesses keen financial acumen and deftly leverages funding to provide the highest quality services to component districts and the students, families, and communities that together they serve- all while maintaining a keen focus on those who have historically been underserved.
 - Develops the capacity of the organization's leaders and staff to maximize their expertise and effectiveness.
 - Inspires, supports, and sustains a talented, dedicated, and diverse workforce.

- **Strong Communicator** who actively seeks input, listens deeply to others, and who:
 - Models humility, integrity, and trustworthiness.
 - Compellingly and transparently communicates with ease in a multitude of venues and with a diversity of audiences.
 - Sees, values, and understands "the work" of each program and department, and is visible, relatable, and approachable to staff.
 - Builds and sustains effective and respectful labor-management relations.
 - Champions the work of Equity, Diversity and Inclusion within and outside of the organization, while demonstrating understanding of the unique contexts of partner districts and organizations.