



Next Superintendent Ideal Profile: Criteria and Qualifications

The HDESD Board of Directors seeks an exceptional leader who embodies the following:

Relationship-Centric Servant Leadership - *demonstrated by:*

- A proven record of building strong relationships within organizations and with external partners
- An approachable demeanor with a focus on relationships, contributing to a positive culture and a cohesive and supportive work environment
- A service attitude and a servant's heart that fosters collaboration

Excellent Communicator - *characterized by:*

- Honesty, clarity, and openness to feedback and dialogue
- Active listening and empathy that cultivates understanding
- A transparent approach to communication that fosters trust

Equity Champion - *deeply committed to equity and inclusion, including:*

- Fostering an environment that appreciates the uniqueness of individuals, values diversity, and actively promotes a sense of belonging for all
- Inclusive leadership that supports historically underrepresented groups, and ensures equitable service delivery
- Acknowledging the diverse needs and equity journeys of HDESD and its component districts, actively tailoring equity initiatives and strategies to regional nuances

Strategic Funding Advocate and Steward - *proven understanding and record of:*

- School District budget management, including experience with the intricacies of the funding models, budget complexities and financial structures of ESDs
- Effective state level funding advocacy, demonstrating political acumen to strategically influence decision-makers to secure resources
- Collaboration with various state-level organizations to leverage strategic partnerships

Vision and Innovation - *revealed as:*

- The ability to articulate a compelling vision, energizing staff toward future-oriented common goals
- Inspiring and supporting creativity among staff, fostering a culture of innovation, out of the box thinking, and continuous improvement
- Flexibility, adaptability to different district contexts, and courageous leadership for positive change

Experienced Educator with Community Context - *which includes:*

- Comprehensive K-12 experience in or knowledge of classroom, building-level and district-level administrative roles; demonstrated increasing levels of leadership responsibility
- Knowledge and understanding of EI/ECSE and/or K12 Special Education programs and an understanding of Oregon ESD structure
- An understanding of the unique culture, context, and challenges of Central Oregon or similar communities is also vital; willingness to invest time in getting to know the region, appreciating its nuances, and respecting local cultures