



## Criteria for the next Assistant Superintendent

The Office of Enhancing Student Opportunities seeks an exceptional leader who is a(n):

- **Action-oriented visionary who:**
  - Can clearly articulate a future-focused vision, develop actionable plans to achieve it, and motivate and empower team members to proactively engage in the vision.
  - Focuses on results, accountability, and demonstrates the ability to adapt to changing circumstances.
  - Demonstrate a proactive and hands-on approach to tasks by showcasing a readiness to dive into work and effectively tackle challenges as they arise.
- **Courageous and resilient leader who:**
  - Embraces challenges as opportunities for growth, fostering a culture of resilience and adaptability within the team.
  - Makes timely, informed, and difficult decisions, even in the face of opposition or criticism.
  - Learns from mistakes, adapting and adjusting their decisions and strategies to navigate challenges and changing as needed.
- **Unwavering equity champion who**
  - Aligns actions with ODE's vision to foster equity and excellence for every learner.
  - Actively addresses systemic inequalities, and leads for equitable outcomes for all students.
  - Promotes inclusive practices, prioritizing training and professional development for educators, staff, and stakeholders to increase awareness and understanding of ableism.
- **Effective communicator who:**
  - Is an active listener, cultivating a sense of being heard and valued; fostering trust and cohesion through transparent communication.
  - Exhibits clear, concise, and consistent messaging to all stakeholders, effectively tailoring the message to a variety of audiences (e.g. parents, districts, internal partners, legislators, lobbyists, etc.).
- **Collaborative relationship-builder who:**
  - Operates at the highest levels of integrity and humility, leading with compassion and kindness; possesses empathy, demonstrating genuine care and consideration for others.
  - Demonstrates a dedicated public service attitude by a genuine desire to serve the community, uphold ethical standards, and prioritize the welfare of citizens above all else.
  - Empowers staff, delegating effectively by encouraging autonomy in decision-making, fostering ownership, accountability, and growth.
  - Collaborates with a variety of internal and external partners fostering a culture of innovation, inclusivity, and mutual respect.
- **Whose Background:**
  - Demonstrates a comprehensive knowledge of and executive level leadership experience in special education.
  - Reflects experience navigating political landscapes, legislative processes, and advocacy on behalf of all students.
  - Includes experience navigating complex legal policies and frameworks.
  - Exhibits learning agility, and the ability to learn from a variety of sources including data, research, and the experiences of special educators, students, and families.