



Next Superintendent Criteria

The Portland Public Schools Board of Education seeks an exceptional Superintendent of Schools who embodies the following:

Experienced, Strategic, and Visionary Educational Leadership- *which includes:*

- A robust background in PreK-12 education, with experience at various levels, and a proven record of improving student achievement, particularly for historically marginalized learners including students with disabilities.
- The demonstrated ability to articulate and act upon a strategic vision that includes future-focused Career and Technical Education programs preparing each PPS graduate for a post-secondary pathway of their choosing and creating environments where all students succeed.
- Effectively designing and implementing support and accountability systems, which embrace continuous improvement and multiple measures of student, school, and district success.

Authentic and Inclusive Leadership- *which includes:*

- Exhibiting a commitment to Oregon, demonstrating a love of the diversity that Portland represents, and a willingness to invest in the city's welfare.
- Building, sustaining, and retaining high-quality and effective teams.
- Prioritizing visibility in classrooms, schools, and at community events that reflects genuine interest in students, teachers and staff, and community members.
- Prioritizing building relationships and fostering a sense of shared purpose through the demonstration of practices that heal, restore, and build trust.
- Experience in working with labor unions as partners.

Transparent, Ethical, and Courageous Leadership- *characterized by:*

- Holding oneself to the highest levels of integrity, honesty, and ethical conduct.
- Effectively inviting input, authentically engaging constituents, actively listening, and providing timely, two-way, and transparent communication regarding district decision-making.
- The demonstrated ability to make tough decisions, even in the face of adversity, which are in the best interest of students.

Fiscal Stewardship and Advocacy Leadership- *evidenced by:*

- Proven fiscal management during challenging times that prioritizes investments which directly advance the district's vision and Board goals around student success.
- Acumen with capital projects, school construction, and bond programs.
- A transparent approach to budget development that engages constituents, fosters community trust, and nurtures continued local support of the district.
- Experience in policy development and effective advocacy at the local, state, and national level.

Equity and Cultural Competency Leadership- *revealed as:*

- A profound commitment to racial equity demonstrated by leading efforts to reduce systemic disparities and advancing anti-racist solutions in classrooms and the workplace.
- Demonstrated cultural competency, advocacy for historically underrepresented groups, and promotion of policies and practices that honor, respect, protect, and celebrate difference.