

**Desired Characteristics
Superintendent of Schools
Eugene School District 4J
Eugene, OR**

This position description is adopted by the Eugene School Board after a thorough review of input from individual board members, staff, parents, community members, and students through focus groups, interviews, and an online survey offered to the full district community. Based on this input, the board seeks a school superintendent with a demonstrated record of success to assume the position starting July 1, 2015.

The Eugene School Board seeks a superintendent who:

- Commits to assessing the district's current reality, including past and current policy initiatives, before taking steps to make changes and devotes time, effort, and patience for teaching the staff and community about the complex issues facing the district; understands systems and possesses the insight and communication skills to openly share challenges and devise solutions that build upon the district's history of success.
- Commits to the Eugene School District 4J with intent to stay, care, and invest deeply in the schools and community. Within the limits of state law, the Board seeks a commitment of five-plus years to move the district forward effectively from its current reality.
- Communicates effectively and respectfully with diverse stakeholders by listening and acting to create a climate of trust and transparency in the school system in an environment with a tradition of a high level of participation by stakeholders.
- Demonstrates a clear commitment to collaboration with staff, parents, students, and other members of the community. Willing to work to build trust between the superintendent and building teaching staff.
- Effectively advocates for public education and the Eugene School District 4J in creative, collaborative ways; builds excellent relationships with legislators and other state, regional, and local decision-makers; exerts regional leadership with and within the educational community.
- Fosters and supports the leadership of others in the classroom, at the building level, and within the scope of individuals' areas of responsibility.
- Has a track record of and demonstrates a commitment to positive working relationships with employee groups and working collaboratively to solve problems.
- Has a demonstrated dedication to ensuring that all students receive the resources, opportunities, and supports they need to be successful; a successful track record in work that closes the achievement gap; and experience working with students and their families who come from varying cultural, linguistic, and economic backgrounds.
- Is knowledgeable about special education and committed to students with disabilities living rich active lives participating as full members of their schools.
- Is personally visible, accessible, and available throughout the Eugene community and the region, but specifically with staff, parents, students, and community members; participates actively in school and community life.

- Leads for the success of all students, specifically recognizing the changing demographics and growing diversity of the community. Responds to these changes in decisions about educational programs, support services, hiring practices, community outreach, and engagement.
- Leads strategically and systemically in the development of a shared and focused educational structure for the Eugene School District 4J that improves educational success for students; innovates in thoughtful collaboration with staff and community; and builds systems and organizational structures that create coherence from grade level to grade level and throughout district functions in a district with a history of site-based decision making.
- Maintains a confident, respectful presence in addressing challenges; acts with courage and integrity to resolve problems and reconcile differences while putting students first.
- Possesses an authentic desire to listen and know the unique culture, history, and considerable strengths of the school district, the community, and the State of Oregon, and leads in concert with the community's values, needs, and aspirations.
- Provides solid and inspiring instructional leadership. Leads from a deep understanding of teaching/learning and educational technology, based on "best practice" research and experience. Understands teaching as a human endeavor, and values engaging multiple voices.
- Provides sound, strategic fiscal leadership in a resource-limited environment; sees the budget as a tool to strategically advance the educational mission of the district; operates with a clear understanding of Oregon's finance and legal systems, including an ability to effectively oversee, manage, and safeguard the district's financial, human resources, and other assets.
- Works, learns, and leads as a team member, honoring and incorporating the input of others into decision-making. Seeks advice and input of teachers and specialists when making decisions about curriculum, instruction, and related matters.
- Works thoughtfully, diplomatically, and effectively to advise the Board of Directors about educational policies and practices; engages stakeholders in respectful processes to accomplish these purposes.

With regard to formal education, leadership experience, and accomplishments, the successful candidate for Eugene School District 4J will:

- Demonstrate experience applicable to the unique challenges and needs of the district. Successful experience as a classroom teacher and principal is highly desirable. Experience as a superintendent is desirable but not required.
- Demonstrate successful, progressively responsible leadership in public schools that aligns with the above-identified expectations. It is desired that the candidate have knowledge about or be connected to Oregon or the Pacific Northwest.
- Have the ability to work effectively with Spanish-speaking populations. An ability to speak Spanish is desirable.
- Possess at least a Master's degree in one or more areas of relevant study. A Ph.D. or Ed.D. is desirable.
- Possess a valid superintendent credential in the State of Oregon or be eligible to obtain appropriate state certification in a timely manner.