

## Beaverton School District Next Superintendent Criteria

**The Beaverton School District seeks an exceptional leader who is a(n):**

**Authentic, Approachable, and Trustworthy Communicator who:**

- Is a deep listener who invites input from those impacted by decisions to build and sustain strong connections with families and cultivates partnerships within the community.
- Transparently shares the District's successes and challenges, clearly articulating the reasons behind decisions.
- Exhibits cultural humility, curiosity, and self-awareness.
- Demonstrates respect for, and engages deeply with, others. Seeks to connect across the District's richly diverse constituencies.
- Fosters collaboration and engages the Board, staff, students, families, governmental, and community partners in collective work that strengthens the District and the broader community.

**Visible, Relatable, and Deeply Committed Leader who:**

- Is committed to advancing Beaverton School District's legacy of excellence and to improving education for every student.
- Maintains a strong public presence, exhibiting political acumen and courage.
- Demonstrates staying power and a long-term commitment to Beaverton.
- Is eager to cultivate and nurture roots within the school district and community.

**Experienced Student-Centered Champion, who Leads with an Unwavering Focus on Equity and who:**

- Holds self and others to the highest level of integrity and accountability, always centering decisions on the needs of Beaverton's students.
- Is a systems thinker who adeptly uses the District's strategic plan to drive measurable improvements in student outcomes.
- Unabashedly focuses on student well-being and safety, promoting learning environments grounded in belonging and inclusivity.

- Elevates the voices of students and intentionally incorporates student input into decision-making processes.
- Addresses inequities so that barriers are removed and all students have access to the same rich array of programs, activities, and the support they need to be successful.
- Is relational and responsive, demonstrating care and connection with the District's diverse students, staff, and families.

**Ethical, Values-Driven Instructional and Operational Steward who:**

- Demonstrates insights into classroom complexities and leads with a data-informed continuous improvement mindset to ensure every learner—whether emerging, progressing, or excelling—receives rigorous instruction and responsive support to reach their fullest potential.
- Approaches challenges collaboratively with the district's associations, recognizing the expertise of staff.
- Thoughtfully develops, sustains, and expands innovative programs.
- Promotes workforce diversity and supports staff growth and development, inspiring excellence across the District.
- Provides strategic financial leadership grounded in an understanding of the equitable allocation of resources for the benefit of educating all students.
- Understands the complexities of bonds, levies, and multi-year budget planning, ensuring long-term financial sustainability.
- Has a track record of improving outcomes for all students and applies a bold vision to demonstrate academic results and strengthen the District's capacity to meet its highest aspirations.