



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.
- Unashamedly 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.