



Criteria for the next Superintendent of the Ashland School District

This document comprises the specific criteria that the consultant will use in identifying outstanding prospects for the position of Superintendent of Schools for Ashland School District. It is also a document which the Board will use in its deliberations in the selection phase of the search.

The Board of Directors of the Ashland School District seeks an exceptional superintendent who is a(n):

- **Visionary Leader who:**
 - Builds a clear and inspiring vision for Ashland Public Schools that is the product of a deep and collaborative effort among its many constituents.
 - Thinks creatively and innovatively. Demonstrates genuine curiosity. Brings great minds together to solve the problems of the day.
 - Embodies courage, fortitude, grit, and the ability to do what is right, even in the face of pushback from powerful individuals and entities. Demonstrates the will and capacity to love our community, and to stay steady and strong even through difficult times.
- **Systems Leader and Instructional Leader who:**
 - Has a track record for creating organizational efficiencies through staffing, technology improvements, procedural changes, and other means.
 - Values systems and procedures that support students and the schools that serve them. Builds centralized services that are aligned with this value.
 - Cultivates a system of schools which operate in alignment with the District's vision.
- **Effective Communicator who:**
 - Listens, not because it's politic, but because of a core belief that listening yields wisdom – and as such, values staff, student, and parent input.
 - Creates communication systems for inclusive decision-making; engages deeply with students, staff, labor partners, parents, and the community.
 - Honors the voices and lived experience of all of Ashland's constituents.
 - Clearly and lucidly communicates “the why” in a variety of audiences and venues.
 - Speaks and acts in order to uplift and inspire. Listens to learn.
- **Bridge-Builder who:**
 - Understands the intersection of trustworthiness and relationship-building, and will know, see, and be seen by the students, families, and staff.
 - Is visible and engaged in community and student life in Ashland.
 - Operates at the highest levels of integrity and humility.
- **Whose Background:**
 - Demonstrates successful teaching and school leadership experience.
 - Brings a roll-up-your-sleeves boots-on-the-ground worth ethic.
 - Demonstrates a deep commitment to furthering the work of equity and social justice in our schools and community.