



# Qualities and Qualifications- Approved

Southern Oregon Education Service District 2025 Superintendent Search

ANSWER CHOICES	RESPONSES	
Classified Staff	33.33%	53
Certified Staff	30.82%	49
Administrator	18.24%	29
Component District Superintendent	5.66%	9
Confidential Staff/Supervisor	5.03%	8
Community Member	1.89%	3
State or Regional Agency Partner	1.89%	3
ESD Board member	1.26%	2
Component District Board member	1.26%	2
Community/Industry/Business Partner	0.63%	1
Parent	0.00%	0
Student	0.00%	0
<b>TOTAL</b>		<b>159</b>

- High degree of integrity and honesty with strong core values.
- An accomplished communicator who is personable and approachable; culturally competent; respectful of all groups and understands and values different perspectives.
- Keeps an open mind, has a good sense of humor, and can listen authentically.
- A knowledgeable leader who understands the unique needs and challenges of the ESD.
- Proactive organizational leader with a track record of collaboration.

- Leads by putting kids first; committed to the success of all students and willing to continue the building and development of programs that ensure student success.
- Highly engaged with district and regional leaders; effectively advocates for state and federal funding to support districts.
- An experienced instructional leader with a background in teaching and building administration and strong academic credentials.
- Ability to build and sustain strong, effective family, community, and regional partnerships that impact student success.
- Proven ability to make tough decisions, when necessary, with transparency and consistently follows through.
- Knowledgeable about Oregon educational laws and policy regarding ESDs; demonstrates sound fiscal management and strong budgeting skills; well organized.