



Qualities and Qualifications- APPROVED

Lake County School District 2025 Superintendent Search

ANSWER CHOICES	RESPONSES	
Board member	2.70%	5
Community Member	27.57%	51
Parent	35.14%	65
Student	4.32%	8
Certified Staff	15.14%	28
Classified Staff	10.27%	19
Administrator	1.62%	3
Confidential Staff/Supervisor	3.24%	6
TOTAL		185

Personal Qualities

- Acts with integrity and honesty, modeling ethical leadership that builds trust and confidence across the district and community.
- Keeps students at the center of every decision, demonstrating genuine care for their learning, growth, and well-being.
- Communicates clearly and listens respectfully, fostering transparency, collaboration, and understanding.
- Engages visibly in schools and the community, maintaining accessibility and authentic relationships with staff, families, and partners.
- Demonstrates fairness, cultural competence, and respect for all, ensuring inclusion and equity in district practices.
- Leads with steadiness and courage, making difficult decisions transparently and maintaining composure, optimism, and empathy under pressure.

Professional Qualifications

- Proven instructional leader with experience as a teacher and administrator, focused on improving student learning and supporting staff development.
- Sound fiscal and organizational manager, ensuring transparent, equitable, and efficient use of district resources.
- Collaborative partner who builds strong relationships with students, families, staff, community members, and local agencies to advance shared goals.
- Supportive leader of people, fostering a positive culture, strong morale, and professional growth among educators and staff.
- Knowledgeable about Oregon's education systems and rural communities, adapting state and federal requirements to local priorities and needs.