



Qualities and Qualifications APPROVED

Junction City School District 2025 Superintendent Search

ANSWER CHOICES	RESPONSES	
Parent	50.00%	181
Certified Staff	14.09%	51
Classified Staff	11.60%	42
Student	10.22%	37
Community Member	9.94%	36
Confidential Staff/Supervisor	2.21%	8
Board member	1.10%	4
Administrator	0.83%	3
TOTAL		362

- Leads with unwavering integrity and transparency, modeling consistent ethical action that inspires confidence.
- Puts students first and ensures every learner has access to high-quality instruction, meaningful opportunities, and the support they need to thrive.
- Communicates clearly and openly, in a timely manner, listening well, and explaining decisions in ways that are plain, widely accessible, and easy for all audiences to understand.
- Shows up in schools and the community, building authentic relationships with students, staff, families, and local partners. Advocates for the district and its students at the local, and state level.
- Makes tough decisions with clarity and confidence, guided by evidence and data, district values, and transparent reasoning.
- Demonstrates strong fiscal stewardship, with clear understanding of Oregon school finance and the ability to strengthen trust in budgeting and facilities planning.
- Brings strong instructional leadership and fosters positive district culture by empowering staff and strengthening behavior systems to address the evolving needs of today's classrooms and students.
- Emphasizes cultivating collaborative partnerships with families, staff, and community organizations that expand opportunities and deepen community pride.
- Operates as a steady, proactive systems leader who identifies strengths and areas for growth, ensuring accountability and leading continuous improvement with clarity, collaboration, and purpose.