



Next Superintendent Criteria

The Portland Public Schools Board of Education seeks an exceptional Superintendent of Schools who embodies the following:

Authentic and Inclusive Leadership- *which includes:*

- Exhibiting a deep commitment to the community, demonstrating a love of the diversity and culture that is Portland, and a willingness to invest in the city's welfare
- Prioritizing visibility in classrooms, schools, and at community events that reflects genuine interest in students, teachers and staff, and community members
- Prioritizing building relationships and fostering a sense of shared purpose through inclusive practices that repairs, heals, and restores trust

Transparent, Ethical, and Courageous Leadership- *characterized by:*

- Holding oneself to the highest levels of integrity, honesty, and ethical conduct
- Effectively inviting input, authentically engaging constituents, actively listening, and providing timely, two-way, and transparent communication regarding district decision-making
- The ability to make tough decisions, even in the face of adversity, which are in the best interest of students

Experienced, Strategic, and Visionary Educational Leadership- *which includes:*

- A robust background in K-12 education, with experience at various levels, and a proven record of improving student achievement, particularly for historically marginalized learners
- The ability to articulate and act upon a future-focused strategic vision that prepares each PPS graduate for a post-secondary pathway of their choosing and creates environments where all students succeed
- Effectively designing systems of support and accountability, which embrace continuous improvement and multiple measures of student, school, and district success

Fiscal Stewardship and Advocacy Leadership- *demonstrated by:*

- Proven fiscal management, budget acumen, and ability to strategically align resources with the district's vision, board goals, prioritizing investments that directly impact student success
- A transparent approach to budget development that engages stakeholders, fosters community trust, and nurtures continued local support of the district
- Experience in policy development and advocacy at the local, state, and national level

Equity and Cultural Competency Leadership- *revealed as:*

- A profound and deep commitment to racial equity and demonstrated success in eliminating disparities and systemic racism where it exists
- Demonstrated cultural competency, advocacy for historically underrepresented groups, and promotion of policies and practices that honor, respect, protect, and celebrate difference