



Criteria for the next Superintendent of the Ashland School District

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 supports innovation. Demonstrates genuine curiosity. Brings great minds together to solve the problems of the day.
 - Embodies courage, fortitude, resilience, and strength of character, even in the face of opposition. Demonstrates the will and capacity to love our community, and a desire to put down roots and grow with us.
- **Systems Leader and Instructional Leader who:**
 - Has a track record for creating organizational efficiencies through staffing, technology improvements, and procedural changes, and has the willingness to adjust and iterate processes as new information arises.
 - Values systems and procedures that support students and the schools that serve them.
 - Cultivates a system of schools which operate in alignment with the District's vision.
 - Brings financial vision and acumen.
 - Prioritizes the student experience and recognizes the importance of the whole child.
- **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. Listens to learn.
 - 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 communicates “the why” in a variety of audiences and venues.
 - Speaks and acts in order to uplift and inspire.
- **Bridge-Builder who:**
 - Understands the intersection of trustworthiness and relationship-building
 - 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 hands-on work ethic and embodies servant-leadership.
 - Demonstrates a deep commitment to furthering the work of equity and social justice in our schools and community.