

## Next Superintendent Criteria for the new Petaluma City Schools Superintendent

Below are the specific criteria that the consultants will use in identifying outstanding prospects for the position of Superintendent of PCS. It is also a document which the Board will use in its deliberations in the *Select* phase of the search.

### **The Board of Education of Petaluma City Schools seeks an exceptional educational leader who:**

- Has proven cabinet-level or superintendent leadership experience in a multi-faceted district of comparable or greater size.
- Demonstrates a strong educational background rooted in instructional leadership, understanding what high-quality teaching and learning looks like across grade levels, leading to improved learning systemwide.
- Has worked collaboratively with educators and the community in navigating budget challenges, with an understanding of the fiscal complexity of a TK–12 district.
- Has demonstrated an ability to deliver measurable improvements in the learning for all students, particularly those who have been underserved.
- Is organizationally strategic, decisive, and not conflict-avoidant: follows through on commitments, holds the organization accountable, and is willing to challenge the status quo even under pressure.
- Has built and sustained effective partnerships with labor partners, community members, and external agencies, and comes with the relationship skills and political savvy to work across complex constituent environments.

### **and who:**

- Can grasp the complexity and balance the full range of needs in a district like PCS and is committed to advancing the priorities and goals of the Board of Education.
- Manages time effectively, stays focused on the highest-priority work, and understands that impact at the classroom level depends on clarity and focus from the superintendent and their cabinet.
- Stewards district finances with both expertise and courage. Is strategic about what to fund, what not to fund and communicates budget realities with transparency.
- Is an equity-driven leader who actively seeks out voices not traditionally heard, particularly Black and Brown families, English Learners, and students with disabilities.
- Has a history of working with alternative education programs including early intervention.
- Champions the whole child: academics, social-emotional development, arts, athletics, and diverse post-secondary pathways.
- Brings cultural competency that reflects the diversity of the Petaluma community and the global society.
- Is a proactive, transparent communicator who keeps the Board of Education, staff, families, and the community informed and is visibly present in schools and the community.
- Desires to build a long-term relationship with Petaluma as a community, and who builds relationships and leverages community partnerships to advance the work of our schools.
- Treats every staff member with equal respect, building a culture of trust across the organization.
- Possesses outstanding communication skills and political acumen. Is able to read the room, build partnerships, and advocate effectively for the district with labor partners and the broader community.
- Listens deeply. Reflects.
- Leads with integrity, humility, and the courage to do what needs to be done — even when actions are not popular.