
How I Can Help

Helping Superintendents Increase Leadership Capacity

When important leadership work exceeds your district's time, staffing, or political capacity, I provide experienced, objective support that helps move important work forward.

As a former Oregon superintendent and state education leader, I understand the competing demands district leaders face every day. Sometimes you don't need another consultant—you need another experienced superintendent who can step alongside you, shoulder important work, and help your district move forward.

Preparing for Oregon's Accountability Expectations

When accountability feels like one more responsibility added to an already full plate.

Oregon's renewed focus on accountability requires districts to strengthen planning, stakeholder engagement, performance monitoring, and continuous improvement. I help districts build practical systems that meet these expectations while creating meaningful, sustainable improvement—not simply another compliance process.

**Strategic planning • Goal alignment • Stakeholder engagement • Performance monitoring
• Program evaluation • Progress reviews • Implementation support**

Planning a Major Change

When your district is considering significant organizational or strategic change.

Whether you're developing a strategic plan, reorganizing departments, or establishing a new direction, I facilitate conversations, gather stakeholder input, and provide objective recommendations that help leaders move forward with confidence.

Strategic planning • Organizational reviews • Reorganization • Board retreats • Leadership facilitation • Change management

Needing Honest Feedback

When staff or community members may be more candid with an independent facilitator.

Sometimes the most valuable information comes from conversations people are hesitant to have with district leadership. I conduct confidential interviews and facilitate community engagement that provides honest feedback, meaningful themes, and practical recommendations.

Staff interviews • Community listening • Focus groups • Parent engagement • Board facilitation • Written findings & recommendations

Needing Another Experienced Superintendent

Because leadership shouldn't be a solo endeavor.

Some challenges simply benefit from another experienced superintendent in the room. I serve as a trusted thought partner, helping leaders think through difficult situations, evaluate options, and move forward with confidence.

Board relationships • Difficult personnel situations • Political challenges • Leadership transitions • Executive thought partnership • Major district initiatives

Why Districts Hire Me

Additional Capacity

I shoulder important leadership work so you can remain focused on leading your district, supporting your staff, and serving your community.

Independent Perspective

As an experienced, outside partner, I bring objectivity to politically sensitive issues, stakeholder engagement, organizational reviews, and difficult conversations.

Practical Recommendations

You receive more than a report. I provide clear findings, prioritized recommendations, and actionable next steps that help move your district forward.

Let's Start a Conversation

Whether your district needs support with a single initiative or you're simply looking for another experienced superintendent to help navigate a complex leadership challenge, I'd welcome the opportunity to learn about your district and discuss how I can help.

Brad Capener

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Capener Leadership Group

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