



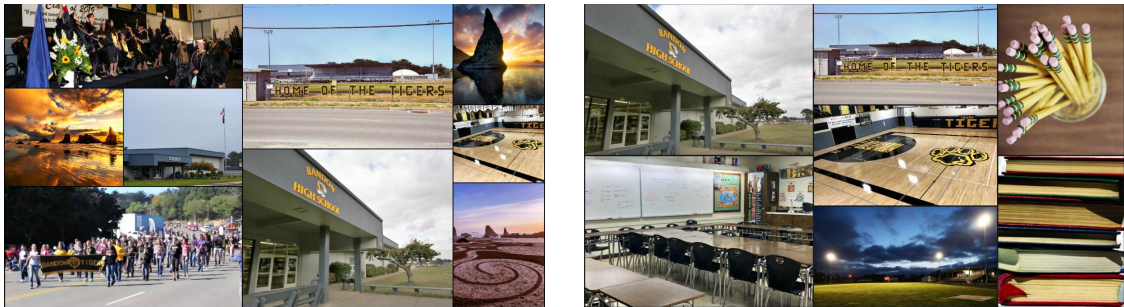
Invites applications for the position of

SUPERINTENDENT

Location: Bandon, Oregon
Enrollment: 600 students
Base Salary: \$110,000 to \$125,000
Closing Date: **Feb. 25, 2021**
Start Date: July 1, 2021



The Bandon School District Board of Directors is seeking a highly qualified candidate with visionary leadership skills and successful experience in education administration to serve as **Superintendent** beginning **July 1, 2021**. The successful candidate must have experience as an administrator, excellent communication skills, unquestionable integrity and be willing to be involved in the community. The Board will offer a competitive compensation package to the successful candidate with an **annual base salary range of \$110,000 - \$125,000** plus benefits.



The District

The Bandon SD has about 600 students in one elementary school (K-4), one middle school (5-8) and one high school (9-12). The District employs a staff of 41 licensed, 50 classified, 7 confidential employees, plus four administrators. The District has a general fund budget of about \$10 million and a \$4 million bond with a matching \$4 million grant.

Bandon SD is committed to academic excellence, as well as the ability to meet the needs of all students. The District boasts a record of outstanding state school report cards, including a ranking of "Model" school at the middle school for two years in a row. Extra-curricular activities include an award winning Speech team, a Robotics team, a service learning project called "Go Native", an ASPIRE program, a leadership class, an after school program at the middle school, as well as sports programs for both middle and high school students.

[Bandon SD website](#)



Girls Cheer



The Area

Home to about 3,100 residents, Bandon-by-the-Sea is a small coastal community located on the beautiful Pacific Coast at the mouth of the Coquille River approximately 25 miles south of Coos Bay and 75 miles north of the California border. It's known as the Cranberry Capital of Oregon and one of the southern Oregon Coast's most popular destinations. The small, charming city is also famous for its historic lighthouse and the world famous golf courses at the Bandon Dunes Golf Resort. Recreational activities include beachcombing, eating cheese, fishing, crabbing, golfing and hiking. Bandon's current economy revolves around wood products, fishing, tourism, and agriculture. Weather in the area is similar to that in San Francisco.

Life in Bandon is shaped by nature and the people who make their home in this corner of the Oregon wild woods and streams. Friendly neighbors understand you want to pace yourself and take it all in.

[Travel Oregon - Bandon website](#)

[Best Places to Live in OR - Bandon website](#)



Old Town Bandon



Performing Arts



Links Golf at its Best

The Position

The successful candidate must hold or qualify for an Oregon superintendent's license and also must demonstrate the following qualities:

- Effective communication and listening skills;
- Committed to serving all kids by putting students first in all decisions;
- High degree of integrity/honesty with strong core values;
- Background in teaching and building administration (instructional leadership) preferably in small rural communities
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency);
- Is personable/approachable while keeping an open mind; good sense of humor;
- Ability to build and sustain strong, effective family/community partnerships that impact student success;
- Understands Oregon school finance, demonstrates sound fiscal management and strong budgeting skills;
- A well-organized, collaborative and empowering leader who can determine the district's priorities and move the entire school district/community in that direction;
- Highly visible and meaningfully engaged in our community and schools.



Getting Ready for the Parade



Marching Band

Application Requirements

- Completed Application form
- Current resume
- Cover letter of interest
- 3-5 current letters of reference
- Copy of administrator license or proof of eligibility to obtain one
- A statement about how you meet the qualities and qualifications set by the Board

Search Calendar (tentative)

Feb 25, 2021 Close Applications

Mar 4-9 Review Applications
Mar 10-17 Begin reference checks
Mar 18-21 Conduct first interviews
Apr 7-8 Finalist forum & 2nd interview
Apr 12 Announce selection
July 1, 2021 Begin employment

The District is an equal opportunity employer and educator.

How to Submit an Application

Application packets are submitted to Oregon School Boards Association – Executive Search [OSBA JOB BOARD](http://www.osba.org/execjobs) (www.osba.org/execjobs) via the **Revelus application portal** (see the link below). All applicants will submit a candidate profile (completed when you create your Revelus account) and a completed application, as well as upload the other application material documents to the application portal. **The application packet must be submitted by 5pm on the closing day.**

[OSBA Revelus Portal](#)

More Information About Position & Process

Regarding the **position**, contact:

Steve Kelley, Director of Board Development and Executive Searches;
skelley@osba.org • 503.588.2800 • 800.578.6722 • 503.588.2813 (Fax)

Regarding the **application process**, contact:

Sarah Herb, Executive Search and Events Specialist (OSBA); sherb@osba.org;
503.400.3047 (direct) ; 800.578.6722 (office); 503.588.2813 (Fax)



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This executive search is conducted by Oregon School Boards Association with assistance from **NextUp Leadership** for recruiting, marketing and distribution about the vacancy.