

Clackamas Education Service District (OR)

Invites applications for the position of
SUPERINTENDENT

Location: Clackamas, Oregon
Enrollment: Serving 10 school districts with 70,000 students
Compensation: \$200,000 to \$225,000 (salary + TSA) plus benefits
Closing Date: April 9, 2021
Start Date: July 1, 2021

The Clackamas Education Service 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 Board will offer an **annual total compensation package (salary plus TSA) in the range \$200,000 to \$225,000** plus benefits provided to other administrators in the organization.

Clackamas ESD is committed to educational equity across the county by expanding early learning opportunities, serving the county's most vulnerable students in special education, convening education leaders, and providing professional development to educators. With a mission of **Lead, serve and innovate for learning** CESD strives to infuse equity in all programs and bodies of work by maintaining an inclusive, barrier-free environment in which everyone participates and fully benefits.

About the Position

The Superintendent is the chief executive officer of the District and is responsible to the Board of Directors for the successful administration of all programs and services conducted by the District. The Superintendent develops and maintains a management system that will enhance cooperative relationships between the ESD, local school districts and the State Department of Education.

Minimum Job Requirements

- A Oregon administrative license with an authorization to serve as superintendent, or eligibility to obtain one;
- A master's or doctorate degree in the field of education, preferably in educational administration;
- Successful teaching experience at the elementary or secondary school level;
- Service as a superintendent or administrative experience in the central administration of a school system or ESD;
- In lieu of the experience and training requirements above, the Board may consider as a candidate for its superintendent's position an individual who meets other criteria which makes them eligible to become an Oregon superintendent.

Preferred Leadership Skills and Experiences

The successful candidate will have the following **leadership skills and experiences**:

- Builds collaborative working relationships with staff and component districts
- Understands and committed to eliminating systemic cultural bias in the organization
- Gives voice to the historically underserved and underrepresented populations we serve
- Provides innovation and creativity while transitioning from a pandemic work-at-home environment to a new model for delivering education services to families and children
- Demonstrates strong decision-making with a willingness to make tough decisions
- Pays close attention to staff morale, especially during times of extraordinary challenges
- Demonstrates an ability to work collaboratively with employee collective bargaining groups
- Supports cross-training and collaboration across departments to minimize the silo effect
- Provides visionary and empowering leadership throughout the organization
- Is an excellent listener with outstanding communication skills both verbal and written
- Knows and understands state and federal special education laws
- Is highly visible and involved in the organization, component districts and community
- Demonstrates a willingness to commit the resources necessary to assure a safe and healthy work environment for staff and learning environment for students
- Has teaching experience and understands the needs of teachers in challenging classrooms
- Serves as instructional leader and role model for staff
- Is personable and approachable with a high degree of integrity
- Demonstrates solid budgeting skills and understands Oregon school finance
- Respects and values the contribution of all members of the staff
- Is knowledgeable about all levels of education, both K-12 and ESD
- Is passionate about serving the needs of all children from all backgrounds
- Embraces creative ways to solve problems and welcomes new ideas from others
- Takes a leadership role as a state-wide and national advocate for the ESD, component districts and education

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in the Requirements and Leadership Skills and Experiences. CESD is interested in finding the best candidate for the job, and that candidate may be the one who comes from a less traditional background. You are encouraged to apply, even if you don't believe you meet every one of qualifications described in this vacancy announcement.

About Clackamas ESD

Clackamas ESD is part of a statewide network of 19 education service districts providing regional services to students, families, teachers and school districts, and helping ensure equal access to educational opportunities. As one of Oregon's largest ESDs, Clackamas ESD with roughly 350 employees serves all 10 public school districts in Clackamas County, a geographic area of nearly 1,900 square miles located to the south and east of Portland. The districts served educate about 70,000 students and include some of the most high-achieving in the state

regularly appearing in most “top 10” lists. They are suburban and rural, large and small, with unique service needs. The annual total CESD budget is approximately \$75 million.

About the Community

Clackamas ESD is located in Clackamas County which stretches from Mt. Hood to the Willamette Valley, and the gorgeous Oregon coast is within easy driving distance. The moderate climate and proximity to mountains, lakes, rivers and forests offer dozens of year-round outdoor recreational opportunities. The close proximity to the Portland metropolitan area offers all the additional benefits of urban living, including a vibrant arts scene, and nationally known innovation in food and craft brewing.

Application Materials

- Cover letter of interest
- Completed Application form (online)
- Current resume
- 3-5 current letters of reference
- Copy of current administrator license
- A statement about how you would be a good fit as the next CESD Superintendent (max. 2 pages)

How to Submit an Application

The CESD Board is conducting this search and will collect applications along with associated application materials online. For that purpose CESD has engaged the assistance of Oregon School Boards Association (OSBA) for use of its online application portal.

Application packets will be submitted to OSBA – Executive Search (www.osba.org/execjobs) by 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 5 pm on the closing day.**

OSBA Revelus application portal: <https://oregonschoolboards.myrevelus.com/>

More Information

For more **information about the position** contact:

Greg McKenzie, CESD Board member; gregmckenzie@att.net; 503.752.2438 (cell).

For **technical assistance in submitting an application** in the OSBA Revelus portal, contact:

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

Clackamas Education Service District is an equal opportunity employer and educator.