



Invites applications for the position of SUPERINTENDENT



The **Harney County School District Board of Directors** is seeking a highly qualified candidate with exceptional leadership skills and successful experience in K-12 education administration to serve as Superintendent beginning July 1, 2023. The successful candidate must have experience as an administrator, excellent communication skills, unquestionable integrity and be willing to be involved in the community.

Location: Burns, Oregon | **Enrollment:** 743 students

Salary: \$135,000 to \$156,000 annually, plus benefits

The District is an equal opportunity employer and educator.

Closing Date: January 10, 2023 | Start Date: July 1, 2023



The Position

The Harney County School District Superintendent must work collaboratively with staff, parents, volunteers, community partners and board members and is prepared to defend tough decisions. The superintendent must lead the effort to develop, implement and sustain SMART*goals, ethical policies, procedures, position descriptions, and systems that prioritize students' interests above other stakeholder interests.

A successful candidate must **hold or qualify for an Oregon superintendent's license** and provide proof of compliance with OAR 333-019-1030 (COVID-19 Vaccination Requirements for Teachers and School Staff).

The successful candidate will also have the following personal and professional qualities:

- High degree of integrity/honesty with strong core values; culturally competent; respectful of all groups.
- Effective communication and listening skills
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency).
- Puts KIDS first; is committed to serving all kids.
- Is personable/approachable while keeping an open mind; good sense of humor.
- Background in teaching and building administration, preferably in small rural areas; an instructional leader with strong academic credentials.
- Understands Oregon school finance, demonstrates sound fiscal management and strong budgeting skills; is well organized.
- Highly visible in our community and schools.
- Ability to build and sustain strong, effective family/community/business partnerships that impact student success.

The District



The **Harney County SD** serves approximately 743 students in one elementary school, one middle school, one high school, one alternate education school, and one school at Oregon Youth Authority. The District employs a staff of 59 licensed employees, 50 classified employees, 8 confidential employees, and 6 administrators.

The District has a general fund budget of about \$11.4 million and passed a capital improvement bond of \$15M in 2020 with a \$4M state matching grant. The District won athletic state championships several years in a row, with district-wide AVID and Strong CTE programs. The District also runs several unique special programs such as the Smart Reader Program, Homework Heroes, Youscience, eDynamics, Incredible CTE Programs, College Credits through Treasure Valley Community College and many after-school options with sports and extracurricular clubs.

**To learn more about the District, visit
[Harney County SD website](#)**

The Community

The communities of Burns and Hines, as well as the surrounding rural area, are served by the school district. With the strong support of a stable, family-oriented community, the area boasts several community parks and playgrounds and many other recreational facilities. Harney County is a gathering place for

Search Calendar

Jan 10, 2023

Close Applications

- **Jan 10-31**
Review Applications
- **Feb 2-13**
Begin background checks
- **Feb 15-18**
Conduct initial interviews

sportsmen and provides good hunting for elk, antelope and deer, as well as pheasants, grouse, ducks and geese. Other events throughout the year draw sports enthusiasts whose interests range from snowmobiling to rodeo.

Burns and Hines have historically been cattle and timber towns. Burns is the county seat and with a combined population of approximately 4,500, the two communities form the crossroads for much of Eastern Oregon. With 300 days of sunshine, agriculture remains a primary aspect of the economic base, but the economy of Burns and Harney County continues to diversify and grow.

For more information about the area visit:

[City of Burns website](#)

[Harney County Chamber of Commerce](#)

- **Mar 7-9 (TBD)**
Finalist Forum in District
- **Mar 13**
Announce selection

July 1, 2023

Begin employment

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 (in narrative form, no longer than 500 words)

How to submit an application

Application packets are submitted at 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.

[Click here to submit your Harney County SD Supt Application](#)



More information regarding the position and the application process, contact:

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