



Invites applications for the position of SUPERINTENDENT/PRINCIPAL



The **St. Paul School District Board of Directors** is seeking an exemplary educational leader to serve as both district superintendent and elementary principal beginning on July 1, 2024. We are looking for a visionary individual who will champion educational excellence, community engagement, and our district's mission. Join us in our pursuit of shaping the future of education in our community.

Location: St. Paul, Oregon | **Enrollment:** 250 students

Salary: \$120,000 to \$160,000 annually, plus benefits

Closing Date: Dec. 22, 2023 | **Start Date:** July 1, 2024



The Position

The successful candidate must **hold or qualify for an Oregon superintendent's license.**

OUT-OF-STATE CANDIDATES

To ensure eligibility for an Oregon administrator license, direct inquiries to:
Oregon Teachers Standards and Practices Commission (TSPC),
Phone: 503-378-3586 | Fax: 503-378-4448 | www.tspc.state.or.us

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

- Leads by putting kids first; committed to the success of all students and willing to continue the building and development of programs that ensure student success.
- Utilizes a collaborative leadership style; is approachable and works well with the board, staff, students, and community.
- Has integrity and involves others in the decision-making process; able to make difficult decisions, respects the viewpoints of others, and consistently follows through; demonstrates strong conflict resolution and problem-solving skills.
- Experienced, knowledgeable, and supportive of teacher collaboration, preparation time, and professional development.
- Committed to serving all children and is respectful of all groups; recognizes equity and inclusion, multi-level instruction, ELL, and special education as areas of focus.
- Knowledgeable about Oregon and our current education laws and school funding.
- Small rural school district experience specific to educational programs and participation in athletics, and intra and extracurricular programs.
- Adept at handling consistent change in education. Proactive in leading initiatives; looks for new and relevant ways to improve educational outcomes and programs.
- Familiarity with and a desire to sustain current district culture.

- Is highly visible and approachable to the community. Present and at events; willing to develop and maintain positive relationships with community stakeholders.
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The District



The St. Paul school district is part of a small, close-knit community that serves about 250 students spread across two buildings: one for elementary students (PK-6) and another for middle and high school students (7-12). Our dedicated staff includes 24 licensed employees, 14 classified employees, six confidential employees, and three administrators. Small class sizes foster an intimate educational experience in every classroom, which is equipped with interactive whiteboards. We take pride in owning our school buses, and recent renovations, funded by a \$7 million voter-approved bond and seismic grants from the State which have modernized our buildings into safe, contemporary learning spaces.

We are unwavering in our commitment to student growth and learning. This commitment is reflected in the establishment of a 1-to-1 Chromebook program for all students to promote technology integration, personalize learning, and ensure that learning extends beyond the classroom and into their homes. Our Future Farmers of American (FFA) students have the opportunity to work in a greenhouse and use a small plot of land on district-owned property.

We are especially proud of our academic excellence, boasting a consistent 100% graduation rate for seniors over the past five years and an outstanding 90% attendance rate across all our schools. Our dedication to educational

achievement extends further as we have successfully passed 100% of general obligation bonds in 2008 and 2015, securing over \$11 million in funding for crucial facility upgrades. With an average teacher experience of 13 years, 82% of our educators hold advanced degrees, ensuring our students benefit from highly qualified staff. The student-to-teacher ratio is 15 to 1, further enhancing our ability to provide personalized support and foster strong relationships for academic success.

Beyond the classroom, over 80% of our students are highly engaged in extracurricular activities, such as Future Farmers of America, St. Paul Business Leaders, Fellowship of Christian Athletes, Gender and Sexuality Alliance, and Key Club. Sports are also a significant part of our culture, and we enjoy strong community support for our athletic programs. Recently, St. Paul High School received the prestigious OSAA Oregon Cup for the 22-23 season, marking the third Oregon Cup award for the school.

Our district is guided by a dedicated seven-member board that convenes monthly. The board's mission centers around fostering a coordinated PreK-12 program designed to elevate student achievement and empower them to become confident, lifelong learners who make meaningful contributions to our world. Our overarching goals include providing a progressive and inclusive learning environment for all students.

To learn more about the District, visit

[St. Paul SD website](#)



The Community

St. Paul, Oregon, is a close-knit rural community within Marion County. A historic town with a population of about 460 residents, nestled in the bountiful and picturesque Willamette Valley. The city center is a National Historic Place, surrounded by fertile farmland. While there are a few small businesses in town, many residents commute to Salem, the state capital, just 20 miles south, or Portland, 30 miles to the northeast. Outdoor activities like hunting, fishing, hiking, and skiing are enjoyed in the beautiful surroundings. St. Paul's vibrant community is evident through its active Booster Club, Jaycees, and the nationally recognized St. Paul Rodeo, held every July 4th, drawing 50,000 visitors.

For more information about the area visit:

[City of St. Paul, Oregon website](#)
[Chehalem Valley Chamber of Commerce](#)

Search Calendar

Dec 22, 2023

Close Applications

- **Jan 16-24**
Review Applications
- **Jan 30- Feb 4**
Begin background checks
- **Feb 5-8 (T.B.D)**
Conduct initial interviews
- **Feb 19-22 (T.B.D)**
Finalist Forum in District
- **Mar 11**
Announce selection

July 1, 2024

Begin employment



Application Requirements

- Completed Application form
- Current resume
- Cover letter of interest
- 3-5 current letters of reference
- A statement about how you meet the qualities and qualifications set by the Board

- Copy of administrator license or proof of eligibility to obtain (in narrative form, no longer than 500 words)

Equal Opportunity Employer

The St. Paul School District provides equal opportunities in employment and does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, age, marital status, veteran status, genetic information, or disability in accordance with state and federal law. Consistent with the Americans with Disability Act (ADA), applicants may request accommodations needed to participate in the application process by contacting Vince Adams at 1-800-578-6722.

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 St. Paul SD Superintendent Application](#)



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

Jenn Nelson, OSBA Senior Board Development
Administrative Assistant

jnelson@osba.org | 503.485.4810 | 800.588.2800