



Invites applications for the position of Superintendent



The **Lake County School District Board of Directors** is seeking a dedicated and innovative instructional leader with a focus on building professional connections with students to serve as superintendent beginning July 1, 2026. The successful candidate is willing to engage and collaborate and must be empathetic toward student needs, ready to integrate technology to maximize student learning and understand Oregon's education system and rural communities.

Location: Lakeview, Oregon | **Enrollment:** 690 students

Salary: \$150,000 to \$180,000 annually, plus benefits

Closing Date: Dec. 30, 2025 | **Start Date:** July 1, 2026



The Position

The successful candidate must **hold or qualify for an Oregon administrator license.**

OUT-OF-STATE CANDIDATES

To ensure eligibility for an Oregon administrator license, direct inquiries to:
Oregon Teacher Standards and Practices Commission (TSPC),

Phone: 503-378-3586 | Fax: 503-378-4448 | www.tspsc.state.or.us

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

- Acts with integrity and honesty, modeling ethical leadership that builds trust and confidence across the district and community.
- Keeps students at the center of every decision, demonstrating genuine care for their learning, growth, and well-being.
- Communicates clearly and listens respectfully, fostering transparency, collaboration, and understanding.
- Demonstrates fairness, cultural competence, and respect for all, ensuring inclusion and equity in district practices.
- Leads with steadiness and courage, making difficult decisions transparently and maintaining composure, optimism, and empathy under pressure.
- Proven instructional leader with experience as a teacher and administrator, focused on improving student learning and supporting staff development.
- Sound fiscal and organizational manager, ensuring transparent, equitable, and efficient use of district resources.
- Collaborative partner who builds strong relationships with students, families, staff, community members, and local accessibility and authentic relationships with staff, families, and partners.
- Supportive leader of people, fostering a positive culture, strong morale, and professional growth among educators and staff.
- Knowledgeable about Oregon's education systems and rural communities, adapting state and federal requirements to local priorities and needs.

The School District



The **Lake County School District** serves approximately 690 students in three elementary schools and one combination middle school/high school. The district started this year the Evergreen Charter School online or hybrid option.

The Lake County School District has a general fund budget of about \$12.8 million. The district employs a staff of 46 licensed employees, 50 classified employees, 5 confidential employees and 7 administrators.

The Lake County School District boundaries cover nearly 2,000 square miles, and the district is the largest of five districts in Lake County. It offers a full array of student programs and works with Klamath Community College to offer higher education possibilities. Students who attend all four years at a Lake County high school are eligible for the Collins-McDonald and the Bernard Daly Fund scholarships.

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

The Community

The Lake County School District is centered in southeast Oregon's Lakeview, the Lake County seat.

Lakeview, a community of about 2,200 residents, calls itself "Oregon's Tallest Town" because of its 4,798-foot elevation. The local economy runs on agricultural, lumber and government work. Nearby features including Goose Lake, the Warner Mountains, the Hart Mountain Antelope Refuge and Hunter's Hot Springs draw tourists as well as areas for rock hunting and hang gliding.

For more information about the area visit:

[City of Lakeview website](#)

[Lake County Chamber of Commerce website](#)

Search Calendar

Dec. 30, 2025

Close Applications

- **Jan. 19 (TBD)**
Review applications
- **Jan. 22-24 (TBD)**
Begin background checks
- **Jan. 25-29 (TBD)**
Conduct initial interviews
- **Feb. 9-12 (TBD)**
Finalist forum in district
- **March 11**
Announce selection

July 1, 2026

Begin employment

Application Requirements

- Current resume
 - Cover letter of interest
 - 3-5 current letters of reference
 - Copy of administrator license or proof of eligibility to obtain
- meet the qualities and qualifications set by the Board (in narrative form, no longer than 500 words)

Equal Opportunity Employer

The **Lake County School District** provides equal opportunities in employment and does not discriminate based on race, religion, color, national origin, sex, sexual orientation, age, marital status, veteran status, genetic information, or disability, following 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 5 p.m. Pacific Time on Dec. 30, 2025.

Click here to submit your Lake County School District Superintendent Application



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

Reggie Glenn, OSBA board development administrative analyst

rglenn@osba.org | 971-458-3578 | 800.588.2800