



Invites applications for the position of

## SUPERINTENDENT

Location: Philomath, Oregon  
Enrollment: 1,600 students  
Salary: \$135,000-\$145,000 + benefits  
Closing Date: **Feb. 3, 2021**  
Start Date: July 1, 2021



The **Philomath 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 School Board will offer a competitive compensation package to the successful candidate. The **expected salary range is \$135,000 to \$145,000 annually plus benefits.**



Elementary Kids at Play



Girls Volleyball Team



Class of 2020

## The District



The Philomath SD has about **1,600 students** in one primary, two elementary, one middle and one high school. The District also oversees a K-12 charter school and K-12 Philomath Academy. The District employs a staff of 96 licensed employees, 68 classified employees, 12 confidential employees, and ten administrators with a general fund budget of \$22.5 million and a total budget of \$37.7 million.

The District's **vision** is to "Graduate EVERY student and transition each of them into a job, training, or college." For 2021 **Niche.com** ranked Philomath SD in the **Top 10 Best School Districts for Oregon** with an overall B+ grade.

[Philomath SD website](#)



Philomath School Board

## The Community



Known as the City of Volunteers, Philomath SD enjoys the strong support of a family-oriented community. Philomath has a population of about 4,700 and is located in the southern Willamette Valley just five miles from Corvallis and Oregon State University and fifty miles from Eugene, Oregon's second largest city and home to the University of Oregon. Benton County Historical Museum, completed in 1867, is a commanding structure that still serves as the centerpiece of the community. Recreational opportunities such as hunting, fishing, hiking and the scenic Oregon coast are all within a short drive.

[City of Philomath website](#)

[Best Places to Live - Philomath website](#)



Benton County Historical Museum

## The Position

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

- Effective, transparent communication and good listening skills.
- Background in teaching and building administration preferably in communities with diverse populations similar to Philomath.
- High degree of integrity/honesty; respectful of all groups; strong core values; culturally competent.
- Puts KIDS first; is committed to serving all kids.

- Is personable/approachable while keeping an open mind; works well with others; good sense of humor.
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency).
- An empowering leadership style that collaborates, builds consensus and inspires while building a respectful work environment.
- Understands Oregon school finance, demonstrates sound fiscal management and strong budgeting skills.
- Ability to build and sustain strong, effective family/community partnerships that impact student success.
- Highly visible; actively participates in school and community activities.



Wrestling

Halloween Fun



Boys Track

## 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 3, 2021 Close Applications

- Feb 16-Mar 1 Review Applications
- Mar 3-10 Reference checks
- Mar 11-14 Conduct first interviews
- Mar 30-31 Finalists forum & 2nd interview
- Apr 7 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 \(www.osba.org/execjobs\)](http://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** or **application process**, contact:

**Sarah Herb**, Executive Search and Events Specialist (OSBA); [sherb@osba.org](mailto:sherb@osba.org);  
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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.