

**Blachly School District  
(Triangle Lake Charter School)  
Superintendent Search - 2020**

**POSITION OVERVIEW**

At its meeting on March 18, 2020, the Blachly School District (Triangle Lake Charter School) Board of Directors adopted the following criteria, standards and profile characteristics for use in the Superintendent search.

**Who Are We?**

**Community**

- Small, rural community located between Eugene and the Oregon Coast
- Strong parent and community support for district
- Abundance of nearby outdoor recreational opportunities
- The district and community have a family-like atmosphere

**District**

- Small class sizes
- Strong community support for students, sports teams, music and fine arts
- Close relationships between students and staff
- Attractive to transfer students from outside the district
- One-to-one computer access for students
- “You are important when you are at Blachly”
- Music and PE every day in elementary grades

**What’s Next?**

- Increase teacher professional development
- Broaden class choices for students
- Strengthen relationships and communication with communities
- More resources to address student behavior and mental health
- Improve retention for out of district transfer students attracted to Blachly
- Hire, support and retain quality staff
- Upgrade facilities

### **Minimum Job Requirements**

The Board requires the Superintendent to be a strong educational leader who has the following professional experience and training:

- A current Oregon administrative license with a superintendent's endorsement or a transitional superintendent license;
- Successful experience as an educational leader and administrator;
- 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 transitional administrator or exceptional administrator licensure requirements;
- Other qualifications as determined by the Board.

### **Preferred Leadership Skills & Candidate Profile**

- Builds collaborative working relationships with staff, parents and community
- Is highly visible and involved in the schools and community
- Understands the needs of a small, rural and somewhat remote school district
- Has a background in the classroom and other administrative experiences
- Wants to be a part of this school district and community for a long time
- Demonstrates solid budgeting skills and understands Oregon school finance
- Brings an empowering leadership style to lead the staff and students to success
- Brings new ideas and is willing to listen respectfully to others' opinions
- Willing to make difficult decisions when needed and follows through to implementation
- Recognizes the value that all staff contributes to district success
- Has excellent verbal and written communication skills
- Helps develop a district-wide vision for student success
- Serves as mentor and instructional leader for staff
- Has demonstrated solid hiring practices and staff retention
- Has the drive and motivation to enlist the staff and community to pursue continuous improvement