Invites applications for the position of

**SUPERINTENDENT**

Location: Marcola, Oregon  
Enrollment: 670 students  
Salary: $97,000 to $107,000  
Closing Date: March 11, 2020  
Start Date: July 1, 2020

The Marcola 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, 2020. The successful candidate must have experience as an administrator, excellent communication skills, unquestionable integrity and be willing to be involved in the community. The Board will offer a competitive compensation package to the successful candidate, but anticipates a base salary in the range of $97,000 to $107,000 plus benefits.
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<th><strong>The District</strong></th>
<th><strong>The Community</strong></th>
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<td>The Marcola SD serves a total student body of about <strong>670 (on-site + online)</strong>, at the Jr/Sr high school (grades 6-12); in the elementary school (grades K-5); and including over 350 students with Teach NW Charter School. The District employs 61 staff members including the Superintendent, business office staff, high school principal, elementary principal, maintenance and transportation supervisor, athletic director, 19 licensed staff and 24 classified and support staff. The District operates its own transportation system; food services; and has a projected 2019-20 budget of $9.3 million. The community is supportive of the schools, the students and their activities. There is a strong commitment to maintaining this small but effective school district. Visit the District's website at <a href="#">Marcola SD website</a>.</td>
<td>Marcola is a small, rural community in the Upper Mohawk Valley located just <strong>19 miles north and east of the I-5 corridor and the cities of Springfield and Eugene</strong>. This beautiful area is home to many families wanting their children to grow up in a rural setting with a small school environment. With its close proximity to two large Oregon cities there are numerous cultural and educational activities as well as all the services a family could require. The University of Oregon and Lane Community College, both in Eugene, provide additional educational opportunities for students and adults. For more information about the area, visit <a href="#">Marcola OR Profile</a>.</td>
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<td>The successful candidate must hold or qualify for an Oregon superintendent's license and must also demonstrate the following qualities:</td>
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<td>- Effective and transparent communication; good listening skills; builds relationships</td>
<td><strong>Bicycle Ride - Springfield to Marcola</strong></td>
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<td>- Background in teaching and building administration at multiple levels; preferably in small rural communities with diverse populations similar to Marcola</td>
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<td>- Puts KIDS first; is committed to serving all kids K-12</td>
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<td>- High degree of integrity/honesty; respectful of all groups</td>
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<td>- Is personable/approachable while keeping an open mind; willing to listen and trust the experts in the classroom/school</td>
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<td>- Understands Oregon school finance, demonstrates sound fiscal management and strong budgeting skills; preferably has experience implementing a bond</td>
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<td>- An empowering leadership style that collaborates, builds consensus, empowers and inspires while building a respectful work environment</td>
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across the district; willing to honor the current good work throughout the district
- Ability to build and sustain strong, effective family/community partnerships that impact student success
- Organized, outgoing, works well with others and has a good sense of humor
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency)

**Happening in the District**

In the past 5 years, MSD has implemented 5 Career Tech Education Programs of Study; Agriculture, Construction, Engineering, Computer Science and Health Occupations. Recently, MSD purchased Curt Irish’s farm to expand the CTE programs and Curt also donated funds to purchase a new tractor to help with the farm to school project (see picture). The District is building a new Career Technical Education building on the farm.

Marcola SD has made technology replacement and renewal a priority to help teachers and students stay on top of the latest and greatest technology resources and skills to be successful in a rapidly changing workforce that depends on technology. Everything from classroom instruction to note taking has become something that can be done digitally; in many classes, textbooks and paper worksheets are largely a thing of the past.
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)

Mar 11, 2020 Close Applications
Mar 12-19 Review Applications
Apr 1-4 Conduct interviews
Apr 4-19 Reference checks
Apr 20-21 Finalist forum in District
Apr 30 Announce selection
July 1, 2020 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) 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, contact:
**Steve Kelley**, Director of Board Development and Executive Searches
skelley@osba.org • 503.588.2800 • 800.578.6722 • 503.588.2813 (Fax)

Regarding the application process, contact:
**Sarah Herb**, Executive Search and Events Specialist sherb@osba.org • 503.400.3047 (direct) • 800.578.6722 • 503.588.2813 (Fax)

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gregmckenzie@att.net

This executive search is conducted jointly by Oregon School Boards Association and NextUp Leadership combining their resources to provide the District an unparalleled level of services and resources in the search process.