

**Newberg School District
Superintendent Search - 2019
Position Overview**

At its board meeting on December 3, 2018, the Newberg School District Board of Directors adopted the following criteria, standards and profile characteristics for use in the superintendent search.

Who Are We?

Community

- Great NW Oregon location near beach, mountains and vineyards
- A rural feeling, but easy access to nearby Portland metro area
- Close-knit community with small town, family atmosphere
- Strong parent and community support for schools
- Home of George Fox University
- Abundance of nearby recreational opportunities: golf, hiking, fishing, cycling
- Growing and active Hispanic community supporting local schools

District

- Dedicated high quality staff of teachers, classified and administrators working together
- Right-sized district of 5,000 students – not too big; not too small
- Successful fine arts and music programs
- Committed to serving all students from all backgrounds
- Safe and secure place for students to learn and staff to work
- Access to seven universities within 45 minutes away
- Emphasis on STEM and CTE courses for students
- Passed a bond in 2011 for improvement of curriculum, technology and classrooms

What's Next?

- Restore financial stability in district operations
- Find ways to reduce class sizes
- Improve graduation rate
- Attract district and building leadership for a long term commitment
- Develop a plan to assure that all students succeed
- Work on a plan for facility maintenance and upgrades
- Focus on positive student behavior, safety, and respect for all students
- Develop and implement a plan addressing student behavioral and mental health challenges

Minimum Job Requirements

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

- A current Oregon administrative license or eligibility to obtain one;
- A master's or doctorate degree in the field of education, preferably in educational administration;
- Successful teaching experience at the elementary or secondary school level;
- Service as a superintendent or administrative experience in the central administration of a school system is preferred.

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.

Preferred Leadership Skills (from focus groups & online responses)

- Builds collaborative working relationships with staff, parents and community
- Is highly visible and involved in the schools and community
- Wants to become a part of this community and advocates for Newberg SD
- Has a background in the classroom and other administrative experiences
- Demonstrates solid budgeting skills and understands Oregon school finance
- Brings an empowering style to lead staff to success
- Is committed to serving all students from all backgrounds and values their input
- Values and respects the contribution from all staff and treats them as professionals
- Builds partnerships with families, community, local government and higher education
- Willing to make difficult decisions when needed and follows through to implementation
- Creates a safe place for students and staff to thrive and succeed both emotionally and physically

Desired Candidate Profile

Effective communicator
Excellent listener
Always puts kids first
Approachable/personable
Accountable & transparent
Open-minded
High degree of integrity
Partnership builder
Trust-builder
Brings people together
Bilingual/Bicultural a plus