



Invites applications for the position of

## Superintendent

Location: **Cottage Grove, Oregon**  
Enrollment: **2,700 students**  
Salary: \$135,000 to \$145,000 + benefits  
**Closing Date: January 8, 2020**  
Start Date: July 1, 2020



The **South Lane 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. The successful candidate must have experience as an administrator, excellent communication skills, unquestionable integrity and be willing to be involved in the community.



### The District

The South Lane School District serves approximately 2,700 students in grades K-12. The District's nine schools include two K-5 elementary, two K-8 schools, one 6-8 middle school, two high schools and two sponsored charter schools. Five of



### The Community

Known as "the Small town with the Big Heart" Cottage Grove is located at the southern tip of the Willamette Valley, 20 miles south of Eugene on Interstate 5. The city's population is more than 9,000 with approximately 25,000 people in the Cottage Grove



the schools are within the city of Cottage Grove, with four schools outside the city. The District employs a staff of 164 full-and part-time licensed staff, 187 full-and part-time classified staff, 12 support staff and 26 supervisor and administrative staff. The District's general fund budget is approximately \$20 million. **Niche.com ranks South Lane SD in the top 5% of districts with the best teachers in Oregon.**

Visit the District's website at

[South Lane SD website](#)

area. As the Covered Bridge Capital of Oregon, Cottage Grove is home to six covered bridges including the last remaining covered railroad bridge West of the Mississippi River. The Main Street commercial historic district of Cottage Grove is the most intact collection of early twentieth century buildings in Lane County.

For more information about the area, visit

[City of Cottage Grove website](#)  
[Living in Cottage Grove website](#)

## The Position

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

- Effective and transparent communication; builds genuine relationships;
- Committed to building a safe, welcoming, inclusive, and tolerant school community;
- Background in teaching and building administration at multiple levels; district-level experience is strongly desired;
- High degree of integrity/honesty; respectful of all groups; culturally competent;
- A visionary with a strong sense of purpose to provide a unified direction committed to serving ALL students;
- Understands Oregon school finance, demonstrates sound fiscal management and budgeting skills;
- Is personable/approachable while keeping an open mind; willing to listen and value the experts in the classroom;
- An innovative leadership style that collaborates, builds consensus, empowers and inspires while building a respectful work environment across the district;
- Puts KIDS first;
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency);
- Ability to build and sustain strong, effective community/business partnerships that impact student success;
- Willingness to make a long-term commitment to our district/community;
- Highly visible; actively participates in school and community activities.



Cottage Grove High School



Elementary Classroom



Just south of Eugene

### 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)

Jan 8, 2020 Close Applications  
Jan 21-30 Review Applications  
Feb 17-20 Conduct interviews  
Feb 21-Mar 8 Reference checks  
Mar 9-10 Finalist forum in District  
Mar 16 Announce selection  
Jul 1 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, contact:

**Steve Kelley**, Director of Board Development and Executive Searches  
[skelley@osba.org](mailto: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](mailto:sherb@osba.org) • 503.400.3047 (direct) • 800.578.6722 • 503.588.2813 (Fax)



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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.