

**Spray School District
Superintendent/Principal Search - 2019
Position Overview**

At a meeting on February 12, 2019, the Spray School District Board of Directors adopted the following criteria, standards and profile characteristics for use in the Superintendent/Principal search.

Who Are We?

Community

- Small, rural school district in Wheeler County in north central Oregon
- Bountiful and beautiful outdoor recreation opportunities along the John Day River
- Strong community support and involvement for schools
- The school district is the heart and soul of the community
- Home of the best small town rodeo in the West

District

- Dedicated high quality staff all working together for kids
- Small class sizes and high graduation rate.
- Strong academic, athletic and activities programs
- High school students earn college credits through the Columbia Gorge CC Early College program
- Safe and secure place for students to learn and staff to work
- Rated #1 Safest School District in Oregon by Niche
- District operates two boarding residences for international students
- School calendar is a 4-day per week schedule

What's Next for District?

- Update technology and facilities
- Attract and retain highly qualified staff
- Strengthen communication up and down the organization chart
- Continue effort to provide more opportunities in CTE and STEM

Minimum Job Requirements

The Superintendent/Principal will meet the following job related requirements.

- Possess or qualify for an Oregon administrative license
- At least a Master's degree from an approved institution
- Other qualifications as determined by the Board

Preferred Leadership Skills

- Builds collaborative working relationships with staff, parents and community
- Is highly visible and involved in the school and community
- Has a background in classroom teaching
- Building or district administration level experience preferred
- Demonstrates solid budgeting skills and understands Oregon school finance
- Is committed to serving all students from all backgrounds
- Values and respects the contribution from all staff and treats them as professionals
- Understands the culture and needs of a small, rural community

Desired Candidate Profile

Effective communicator
Good listener
Sense of humor
Open-minded
Collaborator

Approachable/personable
Always puts kids first
High degree of integrity
Willing to make tough decisions
Decisive