

Superintendent

Eagle Point School District 9

Eagle Point, Oregon

Apply to: www.macnjake.com

Position Description for Eagle Point School District 9, Eagle Point, Oregon

The School Board for **Eagle Point School District 9 in Eagle Point, Oregon**, is seeking a highly qualified leader to serve as **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position by July 1, 2026.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

Enrollment: 4,103

Location: Eagle Point, Oregon – 12 miles northeast of Medford Oregon, serving the cities of Eagle Point, Shady Cove and White City in beautiful Jackson County Oregon.

The ideal superintendent candidate for Eagle Point School District is a student-centered, inspirational, and visionary leader who advances all students and consistently prioritizes their best interests while balancing the needs of staff and the district as a whole.

- **Student-Centered Focus:** Prioritizes the best interests and success of all students and ensure they have the resources needed to thrive.
- **High Integrity and Ethical Standards:** Demonstrates exceptional honesty, strong core values, and professionalism, leading with humility and fostering mutual trust.
- **Inspirational and Visionary Leadership:** Is an inspirational, empowering, and visionary leader who can set clear goals for academic achievement and student growth.
- **Instructional Expertise:** Serves as a strong instructional leader who applies evidence-based practices and supports innovative approaches to meet diverse student needs.
- **Strategic and Data-Driven Decisions:** Makes firm, ethical, and transparent decisions grounded in professional judgment, the best available data, and creative problem-solving.
- **Strong Financial and Operational Acumen:** Possesses a proven record of sound fiscal stewardship and strong financial management skills to ensure operational efficiency and support instructional goals.
- **Relatable Lived Experience:** Has advanced through multiple educational roles (e.g., teacher → building leader → district leader) to bring credibility and relatability to staff at all levels.
- **Relationship and Trust Builder:** Is a visible, accessible, and approachable presence who builds

strong, collaborative relationships with staff, the board, and the wider community, encouraging open communication.

- Consistency and Resolve: Demonstrates the ability to take a stand on tough issues, deal with adversity, and make hard decisions with fairness, common sense, and calm consistency.
- Staff and Culture Developer: Commits to recruiting, developing, and retaining high-quality staff while fostering a positive, supportive school and district culture.
- Community Context and Balance: Possesses an understanding of and commitment to rural communities and diverse populations while balancing long-term vision with respect for community traditions.
- Creative Problem Solver: Is an innovative and solution-focused leader who thinks "outside the box" to address challenges.

Requirements:

The candidates must have:

1. A current Oregon administrative license, or be eligible for the Oregon Reciprocal License, with an authorization for all levels, a superintendent's endorsement or a transitional superintendent license;
2. Successful experience as a teacher, principal, and educational leader with preference for district level leadership;
3. Other qualifications as determined by the Board to include preference for residency within the district boundaries.

Salary: \$185,000 - \$195,000 (with district paying PERS) plus other benefits to be negotiated

Search Timeline:

- Closing date for applications: **January 8, 2026**
- Board of Education selects candidates for interview: **January 30, 2026**
- Finalist Interviews: **February 6-7, 2026**
- Selection of new Superintendent: **February 13, 2026**
- Start date: **July 1, 2026**

Contact Information:

McPherson & Jacobson, L.L.C.
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888-375-4814
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School Website: <https://www.eaglepnt.k12.or.us>

Consultants:

Dr. Douglas Nelson

Mrs. Heidi Sipe

The Eagle Point School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin, or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.