

# Superintendent

## Medford School District

## Medford, Oregon

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### Position Description for Medford School District, Medford, Oregon

The School Board for **Medford School District in Medford, 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 in identifying and screening the candidates.

**Enrollment:** 12,000 students

**Location:** The Medford School District encompasses 361 square miles in the heart of Southern Oregon's beautiful Rogue River Valley.

### Superintendent Qualities and Characteristics

Our district is seeking a superintendent who brings proven leadership, steady judgment, and an unwavering commitment to strong academic outcomes. The ideal candidate will honor the district's history, understand its current challenges, and lead with clarity, integrity, and purpose.

### Instructional Leadership Focused on Student Achievement

- Demonstrates a strong background in teaching and learning, with a record of improving literacy and math proficiency using evidence-based practices.
- Skilled in strengthening core instruction and building systems that raise achievement across all schools.
- Prioritizes authentic, accurate reporting of student performance and bases decisions on verifiable data.
- Demonstrated practice of data-driven decision making.

### **Fiscal Stewardship and Strategic Management**

- Brings experience managing complex budgets with transparency and long-term stability.
- Able to identify efficiencies, protect classroom priorities, and make difficult decisions when resources are limited.
- Shows attention to responsible financial practices and leaves previous organizations in solid fiscal condition.

### **Steady, Ethical, and Student-Centered Leadership**

- Models humility, patience, and professionalism—responding to challenges with calm, confidence, and grace.
- Maintains confidentiality, avoids drama, and remains focused on students rather than politics.
- Possesses a clean professional record and a reputation that withstands public scrutiny.

### **Effective Communicator and Relationship Builder**

- Communicates clearly, directly, and consistently with all stakeholders.
- Listens actively and remains approachable, visible, and responsive to staff, families, and the community.
- Engages constructively with diverse viewpoints and builds trust even in difficult or divided environments.

### **Collaborative, Systems-Minded Leadership**

- Builds strong, durable systems that support high-quality instruction and predictable operations.
- Encourages shared leadership and empowers principals, teachers, and support staff.
- Creates consensus, inspires confidence, and leads change thoughtfully and effectively.

### **Labor Relations and Organizational Stability**

- Experienced in collective bargaining with the ability to be firm, fair, and student-focused.
- Capable of restructuring systems or contracts when needed without unnecessary conflict.
- Not easily swayed or intimidated; maintains professionalism and clarity in high-pressure situations.

### **Integrity, Transparency, and Accountability**

- Practices open communication with the Board, provides clear information upon request, and respects governance roles.
- Leads with honesty, character, and consistency.
- Keeps students at the center of all decisions, ensuring every graduate is prepared for meaningful post-secondary opportunities.

**Salary Range:** \$258,303 to \$285,428 based upon experience.

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**Search Timeline:**

- Closing date for applications: **January 6, 2026**
- Board selects candidates for interview: **Week of January 26, 2026**
- Finalist Interviews: **Week of February 1, 2026**
- Selection of new Superintendent: **Week of February 9, 2026**
- Start date: **July 1, 2026**

**Contact Information:**

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**School Website:** <http://www.medford.k12.or.us>

**Consultants:**

Dr. Steve Lowder  
Dr. Doug Nelson

*Medford 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.*