

# Superintendent

## Sutherlin School District

## Sutherlin, OR

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### Position Description for Sutherlin School District, Sutherlin, OR

The School Board for **Sutherlin School District in Sutherlin, 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:** 1,362 students

**Location:** Sutherlin, Oregon – 100 miles north of Medford Oregon and 15 miles north of Roseburg Oregon in beautiful Douglas County.

### Qualifications:

- Is visible, approachable, friendly, and willing to engage with all segments of the community.
- Communicates effectively, building strong school and community relations.
- Demonstrates strong work ethic, integrity, and high ethical standards.
- Maintains and develops positive, collaborative relationships with the school board.
- Shows passion and commitment to the Sutherlin school district and community.
- Puts students first, serving all K–12 learners equitably.
- Understands school finance, with proven fiscal management and budgeting skills.
- Has a track record of fostering positive school culture and strong student behavior support systems.
- Leads collaboratively and inspirationally, empowering others, following through, and holding them accountable.
- Possesses the resilience and leadership ability to face adversity, make tough decisions, and stand behind them.

## 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 leadership at the district level;
3. Know and understands applicable Oregon education; and
4. Other qualifications as determined by the Board to include preference for residency within the district boundaries.

**Total Compensation:** Up to \$190,000 including salary\* and allowances for travel, technology and supplemental retirement; plus insurance benefits\_

\*District does not pay PERS

## Search Timeline:

- Closing date for applications: **January 12, 2026**
- Board of Education selects candidates for interview: **February 2, 2026**
- Finalist Interviews: **Week of February 9, 2026**
- Selection of new Superintendent: **Week of February 16, 2026**
- Start date: **July 1, 2026**

## Contact Information:

McPherson & Jacobson, L.L.C.  
11725 Arbor Street, Suite 220  
Omaha, NE 68144  
888-375-4814  
Email: [apps@macnjake.com](mailto:apps@macnjake.com)

**School Website:** <https://www.sutherlin.k12.or.us>

## Consultant:

Dr. Douglas Nelson  
Mr. Don Grotting

*Sutherlin 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.*