

## Superintendent Search

### **Columbia Gorge Educational Service District The Dalles, Oregon**

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The **Columbia Gorge Educational Service District (CGESD), The Dalles, Oregon**, Board of Directors, is seeking a highly qualified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2024**.

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 Directors in identifying and screening the candidates.

**Combined Enrollment in Constituent Districts:** 9252 ADMw Students

**Location:** Located in the beautiful Columbia River Gorge in Wasco and Hood River counties, the CGESD provides educational services to the North Wasco County, Dufur, South Wasco County and Hood River County school districts.

#### **Personal Qualities and Characteristics:**

- Is visible, personable and approachable in the ESD and districts and communities served acting as the liaison with the broader community
- Is collaborative, approachable and inclusive – working well with a wide variety of constituents
- Has a strong understanding and commitment to equity, inclusion and accessibility ensuring the focus flourishes by being committed to serving all students
- Has effective communication (orally and in writing) and listening skills with all constituents – keeping the lines of communication open with all populations
- Has a high degree of integrity, honesty and transparency respecting the opinion of others and is respected
- Understands the unique nature of rural communities and has strong core values consistent with them
- Is committed to excellent communication and developing and maintaining a positive relationship with the board of directors
- Understands school finance, demonstrates sound stewardship and fiscal management and has strong budgeting skills
- Is one who can handle and resolve conflict in a way that builds trust

- Has the ability to delegate, keeping good communication lines open to the people one has delegated to
- Is a creative problem solver taking in a wide range of information and possibilities
- Is a visionary and strong team builder - has aptitude to inspire, lead, shape and motivate staff and others toward a common vision
- Has a strategic plan focus and is able to move a plan forward
- Understands the unique role an ESD plays in providing services to several constituent districts each with its own requirements and needs

**Required:**

- Has or is able to obtain an Oregon Superintendent license
- Three years' experience as a lead administrator such as ESD or local district superintendent, building principal, district wide department in an ESD or local district

**Preferred:**

- Successful grant writing and management
- Experience in or with an ESD
- Experience in a rural setting

**Salary:** \$150K - \$160K

**Search Timeline:**

- Closing Date for Applications: **March 11, 2024**
- School Board Selects Finalists to interview: **April 1, 2024**
- Interviews with the School Board: **April 8-10, 2024**
- Selection of New Superintendent: **April 15, 2024**
- Start Date: **July 1, 2024**

**Contact information:**

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888-375-4814  
Email: [apps@macnjake.com](mailto:apps@macnjake.com)

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

**Consultant:** **Dr. Douglas Nelson**                      [d\\_nelson@macnjake.com](mailto:d_nelson@macnjake.com)

*Columbia Gorge ESD, Oregon is an Equal Opportunity Employer. The district does not discriminate based on 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.*