

## Superintendent Search

### Canby School District

### Canby, Oregon

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The Canby School District is seeking an experienced, trusted candidate with effective communication and community-building skills to serve as **Superintendent**. The start date is **July 15, 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.

**Enrollment:** 4,200

**Location:** Approximately 20 miles south of Portland, Canby is situated in the Willamette Valley along Highway 99E between the I-5 and I-205 freeways.

### The Qualifications

The candidate must have the experience, skills, and abilities essential for leading a school district. The Board recognizes that selecting a superintendent is one of the most important decisions it will make.

### The Canby Board of Directors seeks a Superintendent who:

- Is an effective communicator, creating strong school and community relations
- Is a trusted leader who values ethics and integrity and leads by example through honest practices
- Is accountable and responsible for actions
- Shows transparency by sharing the organization's goals and challenges to promote staff engagement
- Empowers others by promoting team strengths and a student first approach
- Builds strong diverse teams and promotes teamwork for success for all
- Makes strategic, high-quality decisions with big-picture lens, while effectively managing district resources
- Understands school finance, demonstrates sound fiscal management and strong budgeting skills

- Provides sustained, systemic, and evidence-based interventions to obtain equitable access to learning for all students.
- Sets clear goals and persists in achieving them with a focus on academic growth
- Knows stakeholders' interests through listening and continuous learning
- Is committed to developing and maintaining a positive relationship with the school board

**Salary:** The base salary will be in the range of \$200,000 - \$215,000 plus a comprehensive benefits package, with the final salary determined based upon the candidate's experience and meeting the board's profile.

**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 an educational leader and administrator;
3. Other qualifications as determined by the Board.

**Search Timeline:**

- Closing date for applications: **First full Review is Wednesday June 19, 2024 by Noon/Open Until Filled\*** applications submitted after June 19, will be considered
- Board of Directors selects finalists to interview: **June 20, 2024**
- Interviews with the Board of Directors: **June 28, 2024**
- Selection of new Superintendent: **June 28, 2024**
- Start date: **July 15, 2024**

**Contact information:**

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*The Canby 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 a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.*