

**Crook County School District  
Superintendent Search - 2018  
Position Overview**

On January 8, 2018, the Crook County School District Board approved the following descriptions about the qualities, criteria and profile characteristics for the superintendent position to be used in the superintendent search.

**Who Are We?**

**Community**

- Growing Central Oregon community with a vision for its future
- Attractive to high tech giants: Facebook and Apple
- Bountiful outdoor recreation opportunities nearby
- Strong community support and involvement for schools

**District**

- High quality staff of teachers, classified and administrators working together
- A reputation for responsible financial management of resources
- Committed to serving all students from all backgrounds
- Safe and secure place for students to learn and staff to work
- Above average graduation rates
- Committed to best practices and research for education initiatives
- Successful capital improvements bond in 2013 to upgrade facilities

**What's Next for District?**

- Develop a long range plan to improve student success
- Attract and retain highly qualified staff
- Adapt to changes within the community
- Continue effort to expand course offerings for students
- Continue to work on improving graduation rate
- Maintain solid financial management of resources

**Minimum Job Requirements**

The Superintendent will meet the following job related requirements.

- A current Oregon administrative license with a superintendent's endorsement or a transitional superintendent license;
- Successful experience as an educational leader and administrator;
- Other qualifications as determined by the Board.

**Preferred Leadership Skills**

- Builds collaborative working relationships with staff, parents and community
- Provides empowering leadership throughout the district
- Serves as instructional role model and stays current on best practices
- Is highly visible and involved in the schools and community
- Serves as educational leader and role model for staff
- Demonstrates solid budgeting skills and understands Oregon school finance
- Wants to be a part of the community and this district for a long time
- Embraces the community's values, traditions and history
- Is committed to serving all students from all backgrounds and values their input
- Values and respects the contribution from all staff and treats them as professionals
- Demonstrates a record of successful hiring practices
- Builds partnerships with community, local government and high education
- Works collaboratively with charter, alternative, private and home school communities

**Desired Candidate Profile**

Effective communicator  
Inspirational/Motivating  
Accountable & transparent  
Works well with others  
Collaborator  
Partnership builder  
Seeks first to listen & understand

Approachable/personable  
Always puts kids first  
High degree of integrity  
Innovative/creative  
Willing to make tough decisions  
Involved in schools/community  
Strong core values