



NEWBERG PUBLIC SCHOOLS

SUPERINTENDENT SEARCH

Apply Online

Applicants must apply online at www.osba.org/execjobs and provide the following:

- A completed application
- A letter of interest stating why you wish to be employed by the Newberg School District
- A current resume
- Three-to-five current letters of recommendation
- A copy of your Oregon superintendent license or proof of eligibility for an Oregon superintendent license
- A statement regarding how you meet the qualities and qualifications listed
- A one-page statement detailing your leadership, management and education philosophies

All application materials must be submitted to OSBA by:

5 p.m. on March 29, 2012

For questions regarding the application process, contact:

Stacy Davis
Executive Search Assistant
sdavis@osba.org

For questions regarding the district and position, contact:

Donna Herren
Executive Search Consultant
Newberg School District
Superintendent Search
dherren@osba.org
800-578-6722 | 503-485-4810 direct



Oregon School Boards Association
1201 Court St NE, Ste. 400, Salem, OR 97301
P.O. Box 1068, Salem, OR 97308
800-578-6722 | 503-588-2800



The Community

Newberg is located in Yamhill County in the heart of Oregon's premiere wine growing region, 25 miles southwest of Portland. Residents enjoy the benefits of easy access to a metropolitan area and the sense of community in a friendly, small town atmosphere. The school district enjoys a unique collaborative and strategic partnership with local city and county governments, the park district and community college as we work toward a common vision with the community.

The District

Newberg Public Schools serves approximately 5,000 students in the communities of Newberg and Dundee and parts of rural Yamhill, Washington and Clackamas Counties. Students learn in excellent facilities including six elementary schools (K-5), two middle schools (6-8) and one high school (9-12) that effectively operates as four small schools. The district employs a staff of 289 highly qualified licensed teachers; 251 classified staff; 15 confidential, supervisory, professional and technical staff; 21 administrators and 37 non-staff athletic coaches.

The district projects a general fund budget of approximately \$41 million and continues to maintain a full school-year.

Academic focus is centered on all students graduating ready for college and career. Clear targets and measurable goals direct continuous improvement in student learning. Professional Learning Communities throughout the district strengthen teaching and learning.

Strong community support characterizes Newberg schools. The community supported a \$27.1 million bond in May 2011 to maintain and repair schools, construct a new alternative education building, expand the high school commons and add classrooms for a new middle school STEM program. The bond also supports the purchase of textbooks, technology and classroom equipment. Community support is also demonstrated through dynamic volunteer programs, active parent organizations, generous local businesses and engaged civic organizations.

Newberg Public Schools benefit from a stable, highly functioning school board of directors and the 13-year tenure of an excellent superintendent.



Out-of-state candidates:

To ensure eligibility for an Oregon superintendent license, direct inquiries to:
Oregon Teacher Standards and Practices
Commission: www.tspc.state.or.us
503-378-3586 | 503-378-4448 (fax)

Qualities and Qualifications

The successful candidate must hold or qualify for an Oregon superintendent's license and possess the following qualities and qualifications:

Leadership and Management Qualities

- Provides visionary, innovative leadership; demonstrates a servant leadership style
- Builds a culture of openness, trust and respect with students, staff, board and community members; values transparency
- An inspirational leader who is accountable, responsible and bases decisions on what is best for students
- Successful teaching and administration experience, with a pattern of increasing responsibility in education administration
- Demonstrates strong decision making, problem solving and conflict resolution skills; able to make difficult decisions without being divisive
- Highly visible and actively participates in school and community activities
- Demonstrates strong financial intelligence and a long-term vision for fiscal stewardship; allocates resources according to district and board goals
- Effectively delegates responsibility to others
- Recognizes the importance of student learning in all academic areas and involvement in extra-curricular activities
- Ability to identify, select, motivate and evaluate high-quality staff
- Promotes, develops and monitors sustainable long-range plans for school and district technology; makes informed decisions
- Advocates for students of diverse abilities, interests and cultural backgrounds
- Working knowledge of current Oregon and federal education laws; experienced with bonds, successful labor negotiations and human resource administration



Communication Skills

- Demonstrates outstanding communication skills, is articulate and communicates regularly with the community, staff, students, parents and the board of directors
- Develops, cultivates and maintains positive relationships with the business community, higher education institutions and local agencies
- Is approachable, personable and listens to all parties with an open mind

Personal and Professional

- Demonstrates high ethical standards and leads with integrity
- Desires a long-term involvement with the district; willing to become an integral part of the community
- Possesses a good sense of humor

Newberg School District is an equal opportunity employer.

The Timeline

Closing date	March 29, 2012
Screening	April 4-11, 2012
Interviews	April 14-19, 2012
Site visits	April 23-26, 2012
Hiring	May 8, 2012
Start date	July 1, 2012

www.newberg.k12.or.us

