

*An Invitation to Apply for the Position of
Superintendent*

***Bend-La Pine
Schools***

Est. 1883

B E N D  **L A P I N E**
S c h o o l s

EDUCATING THRIVING CITIZENS

ONE OF THE HIGHEST PERFORMING SCHOOL DISTRICTS IN THE STATE

Bend, Oregon

CORE VALUES

World Class:

Globally rigorous, relevant curriculum and instruction that inspire critical thinking, creativity, communication and collaboration.

Students First:

Decisions based on what is best for students.

Data Driven:

Decisions based on the best information and practices available.

Positive Relationships:

Interactions based on honesty, dignity, respect and integrity.

FACTS

- 6th largest school district in Oregon
- 17,163 students in October 2014, projected 19,710 by 2021
- 28 schools, two additional opening fall 2015
- 7% of students are English Language Learners, speaking more than 20 languages
- 44% of students considered economically disadvantaged
- 12% of student have educational disabilities
- 24 of 28 schools earned a top score of 4 or 5 on the Oregon Report Card from Oregon Department of Education in 2014
- 93,834 hours contributed by volunteers each year
- Two schools were named Model Schools in 2014:
 - *Juniper Elementary School
 - *Westside Village Magnet School

The Position

Bend-La Pine Schools, Bend Oregon, Board of Directors, is seeking a highly qualified superintendent of schools. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2015.

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.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board recognizes that selecting a superintendent is one of the most important decisions it will make. The Board developed the following desired characteristics:

- A passion for education and students with a demonstrated record of significantly improving student achievement.
- A relentless drive to be world class.
- A proven ability to create and implement vision.
- Exceptional leadership and management skills demonstrating collaborative yet decisive decision-making.
- The highest level of personal integrity and work ethic.

The Community

Bend-La Pine Schools is located in Deschutes County in the heart of Oregon. The District serves three distinct communities: Bend, Sunriver and La Pine. Nestled at the base of the Cascade Mountain Range, it borders the alpine forest and the high desert.

Deschutes County is one of the fastest-growing counties in the state of Oregon and offers abundant year-round recreational activities. The scenery is breathtaking. Many points of interest lie within the county's boundaries.

Bend is located 130 miles east of Eugene, Oregon, 175 miles southeast of Portland, Oregon, and 131 miles southeast of Salem, Oregon.



Mission

Bend-La Pine Schools, in partnership with our community, will prepare each student with the knowledge, skills, confidence and personal integrity to be thriving citizens in our ever-changing global society.

District website: <http://www.bend.k12.or.us/>

The District

Bend, Sunriver and La Pine make up Bend-La Pine Schools which serves a population of more than 17,163 students, kindergarten through grade 12 .

La Pine is located 30 miles south of Bend. Four schools: La Pine Elementary, Rosland Elementary, La Pine Middle School and La Pine High School - serve the close-knit community with an enrollment of approximately 1,300 students.

The Sunriver area of the District also includes Fall River and Spring River. Three Rivers School serves students K-8 with an enrollment of over 400 students. Students from this area continue to either Bend or La Pine schools for high school.

Bend is the largest of the communities served by Bend-La Pine Schools. The balance of the enrollment - over 14,000 students - is served in fourteen elementary schools, four middle schools and four high schools.

Bend-La Pine Schools sets high standards to create world class schools by preparing their students for the future. Students at Bend-La Pine Schools earn college credits while still enrolled in high school through College Now, Expanded Options, Advanced Placement, and International Baccalaureate. College Now is where teachers partner with Central Oregon Community College or Oregon Institute of Technology for transfer and technical prep courses in 30 courses. 5,500 college credit hours are earned. Expanded Options is where students take classes at a community college or four-year universities and apply the coursework to their diploma and future degree.

Our Staff

- **902 Certified Staff Members**
- **1,756 Total Employees**
- **78% of teachers have masters degrees**
- **99.2% of teachers are considered highly qualified**
- **\$47,031 average new-hire teacher salary**
- **\$56,514 average teacher salary**
- **5.42 average years of experience for new-hire teachers**
- **13.4 average years of experience for all teachers**



Board of Directors

Bend-La Pine Schools is governed by a seven member Board of Directors who serve a four-year term. The tenure of the Board members ranges from one to nine years.

<u>Name</u>	<u>Occupation</u>	<u>Year</u>
Mrs. Cheri Helt/Co-Chair	Zydeco Kitchen & Cocktails/Owner	4 Years
Mr. Nori Juba/Co-Chair	Private Investor/Education	9 Years
Mrs. Julie Craig/Member	City of Bend Code Enforcer	2 Years
Mr. Ron Gallinat/Member	Central Oregon Employee Benefits/Owner	9 Years
Mr. Andy High/Member	Association –VP Govt. Affairs/Membership	2 Years
Mrs. Peggy Kinkade/Member	Homemaker	7 Years
Dr. Stuart Young/Member	Retired Superintendent	1 Year



APPLICATION & SELECTION PROCEDURE

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Phone: (402) 991-7031 Fax: (402) 991-7168

E-mail: mail@macnjake.com www.macnjake.com

An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Timeline

- Closing date for applications: **January 22, 2015**
- Board of Directors selects semi-finalists to interview: **February 17, 2015**
- Finalists interviews with the Board of Directors: **week of February 23, 2015**
- Selection of new superintendent: **March 10, 2015**
- Start date: **July 1, 2015**

Bend-La Pine Schools is an equal opportunity employer.