



An Invitation to Apply for the Position of

SUPERINTENDENT **OF SCHOOLS**



Each and every child prepared for a world yet to be imagined.

OUR DISTRICT

The Reynolds School District is the 11th largest district in Oregon and educates over 11,200 students from diverse geographic regions and backgrounds. Together, students have over 100 native languages and dialects. Literacy in a student's native language is encouraged while moving them toward proficiency in English. The most common languages are English, Spanish, Russian, and Vietnamese. Each student brings a wealth of cultural knowledge and experience into the classroom to enrich the lives of their peers and teachers.

Our students are consistently held to high standards of achievement and graduation rates continue to improve. Elementary schools focus on increasing student achievement through reading, writing, and math. Literacy across the curriculum remains a strong focus in middle schools, while offering a variety of electives. Reynolds High School provides students a rich experience to explore a variety of career pathways, student activities, clubs, and athletic programs. Students choose from dozens of career, technical, and professional offerings. Reynolds Learning Academy provides a close-knit learning community for approximately 200 alternative high school students. The Trades pre-apprenticeship and MYC service-learning programs are offered to give students hands-on learning opportunities in work settings.

Music continues to be a strong priority in the schools. Students receive general music instruction beginning in kindergarten with opportunity for increased learning and exposure throughout their education path.



OUR BOARD

The Board of Directors consists of seven Board members each elected to serve four-year terms. Collectively, our Board has more than 34 years of service to Reynolds School District.

Joe Teeny (Chair) 9 YEARS SERVED
Dane Nickerson (Vice Chair) 9 YEARS SERVED
Yesenia Delgado 1 YEAR SERVED
Diego Hernandez 5 YEARS SERVED
John Lindenthal 5 YEARS SERVED
Ricardo Ruiz 1 YEAR SERVED
Valerie Tewksbury 5 YEARS SERVED

BY THE NUMBERS...

STUDENTS

11,277

STAFF

Administrative: 64
Licensed: 634
Classified: 543

SQUARE MILES

27

GENERAL FUND BUDGET

\$135,208,319

LANGUAGES

100+ native languages & dialects. Most common:
English, Spanish,
Russian, & Vietnamese

SCHOOLS

Comprehensive High School: 1
Alternative High School: 1
Middle Schools: 3
Elementary Schools: 11
Therapeutic Program: 1
Head Start Pre-Schools: 2
Montessori Classes: 2
Charter Schools: 3

STUDENT ENROLLMENT (by race)

41% Hispanic/Latino
33% Caucasian
9% African American
8% Asian
8% Pacific Islander
1% Multiracial



BOND PROJECTS

In 2015, voters approved a \$125 Million Capital Construction Bond. These funded projects are scheduled for completion in 2018:

- 3 Elementary School Replacements
- 1 High School Expansion and Remodel
- All Schools - Secure Vestibules and Security Upgrades

THE POSITION

The Reynolds School District is seeking a highly qualified and fully certified Superintendent of Schools. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2018**.

McPherson & Jacobson LLC Recruitment and Development has been engaged as the consultant in search for outstanding candidates. They will assist the Board in identifying and screening 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 has identified the following desired characteristics for the ideal candidate:

A **VISIONARY LEADER** with deep understanding of education issues and best practices who can make child-centered decisions leading to improved achievement for all students.

A **CULTURALLY COMPETENT** leader with demonstrated passion for quality educational opportunities that are fair and equitable for all children. One with proven understanding of the strength of diversity and cultural differences while building collaborative communities.

An individual with **STRONG CHARACTER** who leads by example. Possesses clear personal and professional qualities of a good educational leader such as honesty, trustworthiness, and integrity with the ability to communicate amiably and with a sense of humor.

A good **DECISION-MAKER** who is well organized, an active listener, able to motivate communities and staff, can delegate effectively, is skilled in setting goals for the future, and has a track record of success with district-level operations.

An **ADVOCATE** for all kids, holding high expectations for student achievement and behavior and assisting students to realize the value of education. Realizes the primary focus of the school district must always be the students.



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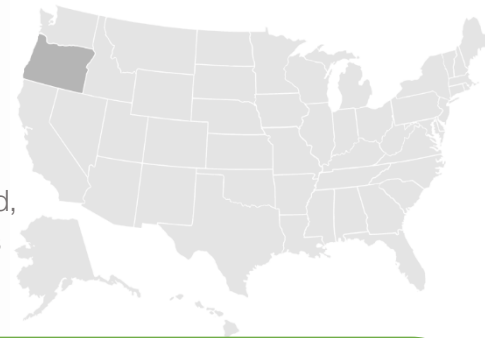
THE AREA

Reynolds School District serves the historic communities of Fairview, Troutdale, Wood Village, and parts of North Gresham and East Portland. These communities place a high priority on livability – setting aside more wetlands, open spaces, parks, and trails per capita than any group of small cities within the Portland metropolitan area.

The district's location within the two million resident region offers excellent medical care, employment opportunities, a variety of entertainment venues, and many more amenities. The metro area offers a vibrant light rail system to transport commuters to and from the city and is very bike friendly.

Quality of life is important to our residents who enjoy everything the Oregon outdoors has to offer.

Within minutes are the beautiful Mt. Hood National Forest and the Columbia Gorge National Scenic Area. Residents can hike, ski, fish, or windsurf in their own backyard, or take a short two-hour drive to the beautiful Oregon Coast to enjoy sandy beaches and rocky coastline alike.



APPLICATION & SELECTION PROCEDURE

Go to: www.macnjake.com

APPLICATIONS SHOULD INCLUDE

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

SELECTION TIMELINE

Application deadline: **March 12, 2018**

Finalist selected by Board of Directors: **April 4, 2018**

Interviews with Board of Directors & Focus Groups: **Week of April 9, 2018**

Starting Date: **July 1, 2018**

Candidates are asked not to contact the board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws.



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Reynolds School District is an equal opportunity employer.

Learn more at www.Reynolds.k12.or.us