

**JEFFERSON COUNTY SCHOOL DISTRICT 509-J
445 SE BUFF STREET MADRAS, OR 97741 541-475-6192**

**ADVERTISEMENT FOR VACANCY
MAY 2, 2018
PRINCIPAL – MADRAS ELEMENTARY**

**Jefferson County School District 509-J is looking for a highly qualified and successful
Principal for Madras Elementary.**

The principal should have school leadership experience with demonstrated success raising student achievement, and knowledge and skills to support district-wide reading and math programs. Experience building effective teams along with exceptional instructional coaching skills is essential. A qualified candidate must have a strong knowledge of current district curriculum, and experience with the implementation of literacy and math strategies. Awareness of and experience in working with cultural diversity.

QUALIFICATIONS:

1. Hold, or able to obtain, an Oregon Administrator Licensure
2. Successful teaching, leadership and/or administrative experience at the elementary school level
3. Successful experience as an administrator raising student achievement
4. Understanding of Oregon and Common Core standards and assessment and the ability to use data to lead school improvement efforts
5. Work experience in a culturally diverse setting
6. Effective management of school operations that support teaching and learning

COMPETENCIES: Must demonstrate additional competencies as listed below:

Results Orientation:

- Sets high performance goals for themselves and others
- Monitors high standards for excellence with students, staff and other stakeholders
- Works with school resources and prioritizes activities to achieve maximum results based on goals
- Focuses school activities on student achievement

Action Orientation:

- Effectively plans and takes action to achieve goals and objectives
- Consistently identifies potential issues and obstacles and proactively works with the administrative and other teams to create and implement solutions
- Executes action plans despite ambiguity, obstacles or resistance

Impact and Influence:

- Establishes a culture of learning and achievement
- Acts consistently to influence others thinking and behavior to achieve results
- Communicates a clear vision of success and benefits to engage others
- Effectively identifies and engages stakeholders (e.g. parents, community) to drive consensus, build trust and facilitate change
- Is able to anticipate and respond to stakeholder concerns and identify and engage key influence and community resources necessary for success
- Influences others to take action

Develop and Lead High Performing Teams:

- Works with teams to mirror vision and produce maximum results
- Understands team strengths and weaknesses
- Effectively engages team in decision-making
- Encourages learning and consistently provides instruction, expectations, feedback and other development activities to encourage leadership and build capacity
- Consistently inspires excellence and promotes high morale

Planning and Problem Solving:

- Quickly recognizes patterns and trends related to school performance
- Analyzes complex information to formulate strategic vision and develop action plans
- Uses qualitative and quantitative data to assess performance and drive goals and decision-making
- Recognizes cause and effect between instructional activities and results
- Develops effective processes to achieve desired results

Confidence to Lead:

- Consistently takes on challenging situations and believes in ability to effect change
- Demonstrates strong commitment to others and presents ideas with confidence
- Takes risks to achieve vision and goals, even if they deviate from the norm
- Takes personal responsibility for mistakes and learns from them, while consistently following up with analysis and corrective action

Commitment and Dependability:

- The Principal is committed to assisting the staff and students to achieve success
- Desire to live in and actively support the community
- High expectations for students & staff

APPLICATION PROCESS: Please apply on the following link:

<http://jeffersonco.tedk12.com/hire>

1. Application
2. Letter of interest with a current resume, including current contact information
3. Three current letters of recommendations to include names, titles, addresses, home and office numbers of references
4. College transcripts
5. Any other supportive materials (please do not send portfolio)

TIMELINE: Closing date May 16, 2018 or open until filled

START DATE: August, 2018

COMPENSATION:

1. 220 day contract
2. Family medical, dental and vision insurance
3. Professional development and tuition reimbursement
4. Salary: Competitive (based on experience)
5. Unlike many districts, JCSD 509-J pays the employee's portion of PERS

***Reference checks will be made during the screening process.
Application materials will remain confidential.**

Jefferson County School District is an equal opportunity employer

Equal employment opportunity and treatment shall be practiced by the Jefferson County School District 509-J regardless of race, color, national origin, religion, sex, age, sexual orientation, marital status, and disability if the employee,

with or without reasonable accommodation, is able to perform the essential functions of the position.

Visit our District Website at: www.jcsd.k12.or.us