

ABOUT THREE RIVERS SCHOOL

Three Rivers School strives to create a community of learners in which each person can develop the capability to meet the challenges of tomorrow with self-confidence, integrity, optimism, and purpose.

Three Rivers School, one of two K-8 schools in the Bend-La Pine School District, operates on separate K-5 and 6-8 schedules. Located on the edge of Sunriver, a popular year-round destination resort in Central Oregon, Three Rivers opened in 1992. The school, with about 350 students, has recently been significantly remodeled and expanded, thanks to a successful district construction bond. With the advent of the new Oregon Report Card in 2013, Three Rivers was recognized as a Level 5 “model” school, and the school received “outstanding” ratings for the three previous years under the former report card system. Three Rivers School also enjoys high parent and community support, and school and local organizations provide many resources to the school each year.

Three Rivers serves a cross section of students. Nearly 16% of students qualify for Special Education services, 7.5% are from minority groups, and 63% qualify for free & reduced price lunches.

The successful candidate will assume the position July 1, 2014, and will report to the Assistant Superintendent in charge of Elementary Education.

THE COMMUNITY

Bend-LaPine Schools are located in Deschutes County in the heart of Oregon and serve one of the fastest growing communities in the State. Nearly 17,000 students from Bend, Sunriver, and La Pine are served by the schools. The District has enjoyed exceptional community support. With a 62% “yes” vote, the community passed a \$96 million bond in May, 2013 to build a new middle and new elementary school in addition to nearly 150 other projects to upgrade schools throughout the district. The primary focus of the projects is to increase student safety, support facility equity, and provide specialized spaces for updated instructional programs.

Nestled at the base of the Cascade Mountain Range, the District borders alpine forests and the high desert. It is well known for its 300+ days of sunshine a year. The breathtaking scenery, abundant year-round outdoor recreational activities, and many points of interest has helped tourism to emerge as its leading industry. In addition, the rich, active community lifestyle embraces novice to world-class athletes and enthusiasts.

From its agricultural and forest product roots, the Bend community has grown into the commerce, medical, educational, and cultural center for the region. It serves as home to Mt. Bachelor Ski Resort, St. Charles Medical Center, Central Oregon Symphony, Central Oregon Community College, and the Oregon State University Cascades Campus. OSU-Cascades provides four-year and graduate degrees and is embarking on a steep growth curve intended to serve approximately 5,000 students by 2025.

DISTRICT HIGHLIGHTS

- 92% of schools received Oregon’s highest ratings, 4 or 5, on the 2013 Report Card. 18.5% of schools were rated in the top 10% of Oregon schools.
- Students score higher on the SAT than their peers nation- and statewide with an average score of 1598, 100 points higher nationally in 2012.
- District students outperform peers on the Oregon Assessment of Knowledge and Skills.
- ACT and its PLAN and EXPLORE are administered district-wide at grades 8-11.
- The dropout rate of 2% is substantially lower than the state’s 3.4%.
- Three in four graduates attend two- and four-year colleges and universities within the first two years out of high school.
- The Class of 2013 earned more than \$10 million in scholarships.
- The postsecondary education persistence rate is 84%.
- Highly competitive extracurricular teams earned numerous state championships
- Staff award winners include Oregon’s Superintendent of the Year, Elementary Principal of the Year, High School Principal of the Year, and Presidential Award for Excellence in Math and Science Teaching.
- The community has passed five school construction bonds in the past 20 years, providing 15 new schools and supporting facility safety and equity, along with new instructional programs for students.
- Strong collaboration and networking with the community exist through School to Careers program, Safe Schools Alliance, Family Access Network with a FAN advocate in each building, and partnerships with the Parks & Recreation District
- A private education foundation for Bend-La Pine Schools supports K-12 education in the community
- Volunteers provide over 95,000 hours to schools annually

Direct additional requests for information to

Deena Wegner ~ Hiring Specialist

Human Resources Department

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Application materials will remain confidential.
Reference checks will be made.

Reasonable accommodations for the application and interview process will be provided on request and as required in accordance with the Americans with Disabilities Act of 1990. Bend-La Pine Schools is an Equal Opportunity Employer.



Three Rivers PRINCIPAL POSITION ANNOUNCEMENT

Est. 1883

B E N D  L A P I N E

S c h o o l s

EDUCATING THRIVING CITIZENS

THE SEARCH

The District welcomes applications of qualified persons interested in the position. Selection procedures may include a team interview, an individual interview with the superintendent, presentations to a larger group, and individual tasks. The District will conduct a visit to the current job site of the top candidate prior to offering the job.

Qualified applicants should apply online at <https://bendlapine.cloudtalentedk12.com/hire/index.aspx> and should include:

- Letter of application.
- Current resume, including email address.
- Three current letters of recommendation. Include names, titles, addresses, home and office phone numbers.
- Official or unofficial college transcripts.
- Any other supporting materials.

COMPENSATION

- 224 day contract
- Family medical, dental and vision insurance
- Term life and long-term disability insurance
- Professional development program and tuition reimbursement
- Salary estimate based on 2014-15 schedule: \$94,461-\$100,128
- Unlike many districts, Bend-La Pine Schools currently pays the employee's portion of PERS bringing the comparable total compensation to a range of \$100,129-\$106,136.

SELECTION TIMELINES AS FOLLOWS

- Position closes: February 21, 2014
- Interviews: March 4, 2014



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REQUIRED QUALIFICATIONS

- Hold or qualify for appropriate Oregon administrative license
- Instructional leader; knows effective instructional practice; uses data to inform instructional program decisions
- Strong communication skills that establish positive, collaborative working relationships with and among students, staff, parents and the community
- Effective management of school operations to support teaching and learning
- Understanding effective educational programs, including English language development, talented and gifted, and Response to Intervention.
- Expertise in personnel selection, management, evaluation, and staff development
- Strong fiscal manager; ability to marshal limited resources to meet student and school needs



PREFERRED QUALIFICATIONS

- Record of advocacy for the arts and athletics
- Significant classroom experience, preferably in both elementary and middle schools
- Knowledge of EBISS and intervention systems
- Experience with generational poverty and diverse populations
- Demonstrated ability to connect and interact with community groups
- Understanding of the unique needs of a K-8 school
- High expectations for behavior and achievement
- Scheduling and budgeting experience and expertise
- Instructional Leader who understands best practices in instruction
- Proficient knowledge and use of current technology
- Record of increasingly responsible education positions

PERSONAL TRAITS

- Respectful of different teaching styles – an advocate for teachers
- Supportive relationships with students and staff
- Sense of humor
- Highly visible and available to school and community
- Morale builder – celebrates the positive
- Belief in shared leadership and decision making
- Trustworthy – respects confidentiality
- Sensitive to demands placed on staff both in and outside of school
- Team player – able to wear multiple hats and problem solve
- High expectations and willing to hold everyone accountable
- Communicator with an open door