**Organization:**

St. Helens School District

Superintendent Vacancy Posting

**Closing date:**

Wednesday, April 25, 2025 – 5:00 pm or until the position is filled.

The St. Helens School District Board of Directors is seeking an experienced and proven leader with strong academic credentials and a district and building level administration background to serve as their next Superintendent. Candidates must possess an Oregon license, allowing the candidate to serve as a superintendent. The Board is also seeking candidates that have Oregon Superintendent experience and a deep understanding of school funding and the State School Fund formula (SSF).

The Board of Directors has set the desired qualities and characteristics for the Superintendent:

1. **Collaborative** - A leader who builds partnerships with staff, parents, students, and community members to achieve district goals.
2. **Courageous** - Willing to make difficult decisions and address challenges with conviction while putting students at the heart of everything we do.
3. **Communication** - Practices transparent, truthful communication with all community partners and demonstrates effective oral and written skills to engage and draw the community together.
4. **Aware** - Emotionally intelligent and student-centered, with sensitivity to the needs of all students, staff, and community members.
5. **Accountable** - Takes responsibility for district outcomes and holds others to high standards while demonstrating sound fiscal management. Visible in schools, school events, and community events.
6. **Competent** - Possesses the knowledge, skills, and experience necessary to lead effectively with strong budgeting skills and understanding of school finance.
7. **Attention to Results** - Focuses on measurable outcomes and continuous improvement in student achievement and district operations.
8. **Adapt & Data-Driven** - Recognizes changing needs and implements appropriate solutions based on evidence and best practices.
9. **Listening to Voices** - Values input from diverse perspectives to resolve conflict and ensure all voices are heard in decision-making processes.
10. **Align and Grow** - Builds effective teams with varied areas of expertise that are coordinated and aligned toward district goals.
11. **Trust** - Demonstrates integrity, humility, and compassion, with a history of bringing people together, building morale and earning trust through being competent, respectful, and acting with integrity.

**Location:** St. Helens, Oregon | **Enrollment:** 2,700 students

**Salary and Benefits:** 175,000-185,000 with a competitive benefit package

**Closing Date:** April 25, 2025 or until filled | **Start Date:** Negotiable, but no later than July 1, 2025

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## Application Requirements

1. Cover letter of interest
2. Current resume, including 3-5 references

Application Materials should be submitted to COSA by April 25th at 5:00 pm PST. Send materials to candace@cosa.k12.or.us