

Position Description for Tigard-Tualatin School District, Tigard, Oregon
Confidential Search

The **Tigard-Tualatin School District, Tigard, Oregon**, Board of Directors, is seeking a highly qualified **Superintendent (Interim Superintendent optional)**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2024**.

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.

Enrollment: 11,605

Location: The Tigard-Tualatin School District is a school district serving part of the suburban Portland metropolitan area in Oregon including all or portions of the cities of Tigard, Tualatin, Durham, and King City, as well as most of the unincorporated communities of Metzger and Bull Mountain.

Qualifications:

The Board recognizes that selecting a Superintendent is one of the most important decisions it will make. The Board desires candidates that have a proven ability and demonstrated accomplishments for the following position criteria. Criteria for interim will be subject to review by the Board for the permanent position. The Tigard-Tualatin School District is seeking a superintendent with the following qualities and characteristics:

1. Instructional leader with a demonstrated track record that all students can learn and a commitment to improving student outcomes.
2. Dedicated to equity evidenced through leadership, results, understanding, and practice in equity.
3. Leads in partnership with the school board and deliberately works towards building a strong board/superintendent team.
4. Ability to communicate effectively, both orally and in writing. Skilled across all audiences – students, certified staff, classified staff, administrative staff, parents, and community as well as the school board.
5. Excellent listener
6. Is visible, accessible, and approachable in the community and district while building strong relationships and being a leader and collaborator with community partners.
7. Training, experience and success in personnel selection, evaluation, and development.

8. Is a leader with demonstrated integrity and a history of bringing people together, building morale, and building trust.
9. Skilled in administering and negotiating collective bargaining agreements.
10. Ability to motivate other administrators and significantly involve them in the decision-making process.
11. Strong management skills and a desire and ability to motivate and innovate, taking advantage of the district's strengths.
12. Creative problem solver, collaborator and someone who deals with conflict in a way that builds trust.
13. Strong record of responsible fiscal stewardship.
14. Is passionate about the Tigard-Tualatin School District.

Requirements:

The Board requires the superintendent be a strong educational leader who has the following professional experience and training:

- A current license that qualifies the individual to serve as a superintendent of the district;
- A master's degree or higher in the field of education, preferably in educational administration;
- Successful teaching experience at the elementary or secondary school level;
- Service as a superintendent or administrative experience in the central administration for a school system.

In lieu of the experience and training requirements above, the Board may consider as a candidate for its superintendent's position an individual who meets alternative licensure requirements. The Board may take steps to assist an individual to qualify for such a license.

Search Timeline:

- Closing Date for Applications: **May 10, 2024**
- Board of Directors to Select Finalists to interview: **May 21, 2024**
- Interviews with the Board: **May 30, 2024**
- Selection of New Superintendent: **May 31, 2024**
- Start Date: **July 1, 2024**

Contact information:

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Tigard-Tualatin School District, Oregon is an Equal Opportunity Employer. The district does not discriminate based on race, religion, color, sex, age, national origin, or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.