

2021 SUPERINTENDENT SEARCH



Clackamas
EDUCATION SERVICE DISTRICT

13455 SE 97th Avenue, Clackamas, OR 97015



Clackamas ESD is seeking a superb superintendent

Clackamas ESD seeks an inspiring leader with an outstanding record in the field of education to serve as superintendent beginning July 1, 2021. In this position, your leadership will make a true difference in the lives of our region's children. The CESD Board of Directors anticipates offering total compensation in the range of \$200,000 to \$225,000, plus a generous benefits package.

Application closing date: April 9, 2021

Position begins: July 1, 2021

To apply: visit osba.org/Programs/RecruitmentAndJobs/

Contact for questions about the position and application process:

Greg McKenzie, CESD Board of Directors

gmckenzie@clackesd.org | 503.752.2438

Studies show that women and people of color are less likely to apply for jobs unless they believe they meet every one of the desired qualifications. We are interested in finding the best candidate for the job, so we encourage you to apply even if you aren't sure you meet all of the qualifications.

Candidate profile

Key qualities and skills we are looking for in candidates for Clackamas ESD superintendent:

- Passion for serving the needs of children of all backgrounds
- Visionary, strategic, empowering, decisive and culturally responsive leadership
- High degree of integrity and respect for others
- Demonstrated ability to build strong collaborative working relationships with staff and external partners
- Innovative and creative approaches to addressing challenges
- Deep knowledge of the education system, particularly the K-12 system and the role of education service districts
- Strong communication and listening skills
- Experience in managing complex multi-million-dollar budgets, with understanding of Oregon's school finance system preferred
- Desire to be highly visible in communities we serve, and play a leadership role in advocating for education at the state and national levels

Minimum position requirements

- Current Oregon administrative license with an authorization for all levels, a superintendent's endorsement or a transitional superintendent license
- Master's or doctoral degree in the field of education, preferably in educational administration
- Successful teaching experience at the elementary or secondary level
- Service as a superintendent, or administrative experience in the central administration of a school system or education service district

In lieu of the experience and training requirements listed above, the CESD Board of Directors may consider candidates who meet transitional administrator or exceptional administrator license requirements.



About Clackamas ESD

Clackamas Education Service District is part of a statewide network of 19 education service districts providing regional services to students, families, teachers and school districts, helping ensure equal access to educational opportunities. We are one of Oregon's largest ESDs, with roughly 350 employees serving all 10 public school districts in Clackamas County, a geographic area of nearly 1,900 square miles located to the south and east of Portland. The districts include some of the most high-achieving in the state, and are as diverse as our county: They are suburban and rural, large and small, with unique service needs.

Who we serve



1. Lake Oswego School District
2. West Linn-Wilsonville School District
3. Gladstone School District
4. Canby School District
5. Molalla River School District
6. North Clackamas School District
7. Oregon City School District
8. Oregon Trail School District
9. Estacada School District
10. Colton School District

70,000**
students in
10 school districts

22,000
preschool children

5,900
school staff

87%
of ninth graders
"on track"*

85%
five-year high school
graduation rate*

55%
of third-graders
meeting reading
benchmarks* – one
of the highest
rates in the state

31%
economically
disadvantaged

18%
historically
underserved

14
child care slots per
100 children* –
below state average

12%
English language
learners

**Source: The Ford Family Foundation*

***ADMw totals vs enrollment*

Our mission: Lead, serve and innovate for learning

Clackamas ESD has developed a strategic compass that guides our work. Leadership, service and innovation are our hallmarks. Our core values are collaboration, integrity, respect and excellence. We seek to infuse equity into our operations and all our decision making, striving to:

- Be good stewards of our resources
- Communicate and engage effectively
- Create an inclusive, barrier-free environment in which everyone participates and fully benefits
- Provide our employees and our customers with high-quality facilities, technology and resources

Our programs and services have expanded dramatically over the past five years, thanks to our success in garnering state and federal grants, and securing additional clients for contracted services. Our primary services fall into five key areas:

- Teaching and learning
- Special education
- Early learning
- Technology
- Administrative

How we're funded

\$74.6 million Total budget

- **44% State School Fund** (\$33.1 million)
- **56% Competitive state and federal grants, contracts and other fee-for-service initiatives** (\$41.5 million)



We also sponsor a yearly **regional art show**, which showcases the talents of middle and high school students throughout Clackamas County, including those to whom we provide special education services.

2020 impact examples

- **\$25 million** in state and federal grants leveraged to provide support to our partner districts and families in our communities
- **\$11 million+** in revenues sent directly to districts to use on ESD services of their choice
- **\$10 million+** in core service support to districts in special education, teaching and learning, and technology
- More than **4,600** youth served directly and through district partnerships in special education, early learning, career technical education and migrant/bilingual education programs

More information on the programs and services we provide can be found in our annual local service plan.



About our community

Clackamas County stretches from Mt. Hood to the Willamette Valley, and the gorgeous Oregon coast is within easy driving distance. Our moderate climate and proximity to mountains, lakes, rivers and forests offer dozens of year-round outdoor recreational opportunities.

Our close proximity to the Portland metropolitan area offers all the additional benefits of urban living, including a vibrant arts scene, and nationally known innovation in food and craft brewing.

Learn more about our region at mthoodterritory.com

