



Hiring Timeline

March 15 - May 13, 2019

Posted: March 15th

Application Deadline: April 10th

Interviews: April 17th – 24th

Follow-up Interviews: April 25th – May 3rd

Site Visits: April 25th – May 3rd

Recommendation to the Board: May 13th

Terms of Employment

Contract Length

260 Days

2018-19 Salary Range

\$101,149 - \$121,387

Benefits

Health benefits and PERS pick-up

Start Date

July 1, 2019

For more information, contact

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Human Resources Specialist

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Silver Falls School District

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**Job description and application can be
found on our web site**

www.silverfallsschools.org



SILVER FALLS
SCHOOL DISTRICT
MOVING FORWARD... TOGETHER



Experienced educational leaders sought
for the position of

Assistant Superintendent

Mission

Together... cultivating character and academic
growth in each student. Every day.

Vision

Graduating 100% of our students to improve the
world.

Core Values

- Student engagement resulting in maximum individual achievement.
- Professional excellence.
- A culture of integrity, respect and service.
- Unique schools within our communities.

Welcome

Thank you for your interest in Silver Falls School District. We are seeking an experienced educational leader to provide vision and leadership as Assistant Superintendent.

The teaching staff of Silver Falls School District is a wonderful mix of seasoned veteran teachers, those relatively new to the profession, and many in the middle of their careers. Our district prides itself on a high teacher retention rate. Many teachers spend their entire career in Silver Falls School District. The district maintains a supportive environment with a formal mentor program for new teachers and administrators. The district embraces the use of **Professional Learning Communities** by making them a major component of curricular, instructional, and staff development. Silver Falls School District is the **highest performing district in Marion County** and was identified in 2018 as the **seventh best school district in Oregon by Niche.com**

In the center of the district is the city of Silverton, 14 miles northeast of Salem. The district serves many small communities as well as the city of Scotts Mills. It encompasses the beautifully scenic Silver Falls State Park and the Oregon Garden, and is less than two hours from both the Oregon Coast and the recreation areas of the Cascade Mountains.

SFSD At-a-Glance

- 250 Square Miles across Marion & Clackamas Counties
- Thirteen Schools
 - Nine K-8 including 2 Charter
 - One K-2
 - One 3-5
 - One 6-8
 - Silverton High School
- 240 Teachers
- 216 Classified Staff
- 22 Administrators/Directors
- 13 Non-represented Employees



Our ideal candidate is...

An Experienced Leader...

Demonstrated successful leadership as a classroom teacher and building principal.

Knowledge and experience in:

- Personnel recruitment, selection development, and socialization.
- Contract administration and collective bargaining.
- Employee and student investigation techniques.
- Employee supervision and evaluation. Workers' Compensation, ADA, FMLA/OFLA and leave administration.

An Educational/Organizational Expert...

Deep Understanding of Human Resources as applied to:

- Educational programs
- TSPC licensing and Highly Qualified requirements.
- School finance and budgeting.
- Interpretation and application of policy, state/federal law and collective bargaining in human resource decisions

Extremely well organized

Experience in a wide variety of educational settings.

Experience working with a diverse community and student population.

A Communication Pro...

Able to communicate effectively with all stakeholders.

Demonstrated ability to maintain respectful “two-way” relationship with licensed and classified associations.

Excellent verbal and written communication skills with diverse populations (*Bilingual in Spanish or Russian a plus*).

Demonstrated active listening and conscious communication skills.

Someone with High Personal Expectations and Integrity...

Demonstrates a high level of honesty, integrity and fairness.

Possesses a good sense of humor and a positive attitude.

Demonstrates a welcoming, participative or servant leadership style with a collaborative approach to working with others.

Willing to think outside the box.

A high-energy, enthusiastic leader with a bright mind, and demonstrated firmness tempered with compassion.

And has our must-have Qualifications.

Possess or qualify for an Oregon Professional Administrator License.

Training and experience in group processing and collaborative decision making, including active involvement in Professional Learning Communities.

Preference given to candidates with experience in district-level personnel matters, processes and decisions.