

Qualifications and Duties of the Superintendent

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

- A current Oregon administrative certificate with a superintendent's endorsement;
- A master's or doctorate degree in the field of education, preferably in educational administration;
- Successful teaching experience at the elementary or secondary school level for a minimum of two years;
- Service as a school superintendent or administrative experience in the central administration of a school system for a minimum of two years.

The superintendent will have the following personal and professional qualities:

Knowledge of:

- a. Elementary and secondary school instructional programs;
- b. Trends in elementary and secondary education;
- c. Program evaluation techniques;
- d. Personnel evaluation practices;
- e. Consultation and/or negotiation procedures;
- f. State standards for school buildings and grounds;
- g. State standards and regulations governing pupil transportation and school buses;
- h. Federal regulations and legislation pertaining to school programs;
- i. Budgeting and accounting procedures;
- j. Successful management techniques.

Skills including ability to:

- a. Effectively evaluate personnel;
- b. Write and speak fluently;
- c. Compile and summarize data;
- d. Meet and work effectively with a wide variety of people;
- e. Analyze statistical data;
- f. Interpret school district policy and make appropriate decisions;
- g. Direct the activities of subordinates;
- h. Develop alternative solutions to problems;
- i. Solicit honest staff reactions to proposals;
- j. Analyze staff proposals for change;
- k. Accept adversity;

l. Coordinate and plan.
Attitudes including willingness to:

- a. Adjust to new conditions and situations;
- b. Accept responsibility;
- c. Delegate responsibility;
- d. Attack difficult problems;
- e. Ask for and accept suggestions from staff;
- f. Accept and analyze suggestions for change;
- g. Engage in a continuous in-service training program;
- h. Accept direction and supervision;
- i. Promote the opportunity for exchange of ideas and information between schools and the community.

END OF POLICY

Legal Reference(s):

ORS 327.133
ORS 332.405 - 332.427
ORS 332.515
ORS 342.125
ORS 342.140
ORS 342.143
ORS 342.173

ORS 342.175
ORS 342.200

OAR 581-022-0102 to -1940
OAR 581-023-0006 to -0050
OAR 584-046-0005 to -0024
OAR 584-048-0085 to -0095

OAR 584-080-0151
OAR 584-080-0152
OAR 584-080-0161

OAR 584-020-0000 to -0045

OAR 584