



# Northwest Leadership Associates

presents an invitation to apply  
for the position of

**SUPERINTENDENT**  
South Coast Education  
Service District  
Oregon



***Our Vision: "Together We Can"***

***Mission Statement:***

*In collaboration with all of our partners  
we will ensure students maximize their potential through:*

*Quality Service  
Professionalism  
Growth  
Sustainable Systems*



*Isaac Lee Patterson Bridge, to Gold Beach*

## About the South Coast Communities...

The South Coast ESD area stretches from Reedsport to Brookings as well as inland areas from Coquille to Powers. The area offers a rare combination of natural beauty, community spirit and meaningful opportunities. The distinctive coastline, rugged beaches and dense forest offer a lifestyle that encourages a healthy balance with work life.

The communities that make up the South coast region have a welcoming, down-to-earth culture where local businesses are part of the social fabric.

While historically dependent on timber and fishing, the region is now growing and transitioning for the 102,000 residents. Career opportunities are available in public service, local industry, education, agriculture, and healthcare. Future development in the Port of Coos Bay will create a critical hub in maritime trade.

This 100-mile stretch of authentic coastline provides what cities cannot: uncrowded beaches, natural beauty, and genuine small-town communities where your work matters.

For more information about the South Coast communities visit:  
[visittheoregoncoast.com/regions/south-coast/](http://visittheoregoncoast.com/regions/south-coast/)



*Arch Rock, located between Gold Beach and Brookings*

## About Oregon ESDs...

Working together for the nearly 600,000 students of our state, Oregon's 19 Education Service Districts are instrumental in building a powerful and equitable system that serves students from birth to age 21.

Education Service Districts assist school districts and the State of Oregon in achieving Oregon's education goals by providing excellent and equitable educational opportunities for all public school students.

Today 19 ESDs are serving Oregon's 36 counties.

## **South Coast ESD serves the region of Coos, Curry and Western Douglas counties.**

Our service area includes the beautiful southern Oregon coast from Reedsport to Brookings as well as inland areas from Coquille to Powers.

Our member districts are: **Bandon, Brookings-Harbor, Central Curry, Coos Bay, Coquille, Myrtle Point, North Bend, Powers, Port Orford Langlois and Reedsport.** In addition SCESD participates in dedicated partnerships with Early Learning, Health Care, our local Tribes and higher education.

SCESD provides services in the following core areas:

- Services for children with special needs
- Technology support
- School Improvement
- Administrative and support services.

Other services may be provided as approved in the Local Service Plan.

The 80 dedicated staff members provide professional services to 10 local school districts and approximately 1600 students.

For more information about the South Coast ESD visit:  
[www.scesd.k12.or.us](http://www.scesd.k12.or.us)



## SCESD and Region's Strengths

- **Experienced and Dedicated Staff:** The ESD is recognized for having highly skilled, knowledgeable, and passionate staff who are committed to supporting students and districts
- **Strong Alignment and Leadership:** The Board and current superintendent share common goals and work well together, fostering a unified direction for the organization
- **Family-Oriented and Supportive Culture:** Employees describe the ESD as a tight-knit, family-like environment where people help and support each other
- **Responsive to District and Community Needs:** The ESD is seen as adaptable, nimble, and quick to respond to the needs of partner school districts and the broader community
- **Diversity of Services and Expertise:** A wide range of services and professional expertise is available, allowing the ESD to meet varied needs across the region
- **Community Collaboration:** The ESD is known for its ability to convene key stakeholders and foster collaboration within the community
- **Adaptability and Flexibility:** Being a smaller organization allows the ESD to be nimble, flexible, and more responsive to change
- **Natural Beauty and Quality of Life:** The South Coast region is praised for its scenic coastline, recreational opportunities, and overall quality of life, which contribute to a positive work environment

## Key Challenges and Opportunities

- **Organizational Change:** The region is undergoing complex transitions that require steady, values-driven leadership to strengthen systems, while maintaining organizational and community trust
- **Specialized Staffing:** Recruiting and retaining specialized positions at the ESD to serve our districts can lead to challenges in continuity of service. Expanding partnerships with higher education, private providers and community partners may help address long-term workforce needs
- **Funding Uncertainty:** Declining enrollment and uncertain state and federal funding for SCESD and districts will require careful planning and steady leadership across the large geographic area
- **Professional Development:** Ongoing, next level professional development, that includes coaching for early career staff, training opportunities in math and addressing student behaviors in classrooms, along with mental health support to students and families facing barriers to school success, will shape a strong response to ongoing challenges
- **Emerging Community Needs:** Anticipating emerging needs in community conditions and convening regional stakeholders, will enable more innovative and collaborative service delivery models



## Professional Qualifications

- Experience within or alongside an ESD, preferably as a superintendent or administrator

## Personal Characteristics

- Open, approachable, and available to staff and community
- Relationship-focused, collaborative, and a humble servant leader

- Strong business acumen, including expertise in school finance, budgeting, and human resource management
- Visionary, adaptable leadership with a focus on capacity building and marketing ESD services
- Ability to build strong partnerships and collaborate with districts, staff, and community stakeholders
- Commitment to visibility, transparency, and accountability with open communication

- Innovative, forward-thinking, and willing to embrace change
- Strong communicator, listener, and team builder
- Honest, transparent, and trustworthy
- Desire to integrate into and invest in the South Coast community
- Ability to make tough decisions, follow through, and solve problems creatively

## Board of Directors

Corinne Potts, ***Board Chair***  
 Jackie Crook, ***Vice Chair***  
 John Buckley  
 Billie Reeves  
 Bruce Levy  
 Joanne Moss  
 Charlotte Hutt

## Compensation

The ESD Board will negotiate a contract commensurate to other Oregon Education Service Districts and local school districts of similar size, with a salary range of \$185,000 – \$192,000 depending on experience and training.

## Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed SCESD/NWLA application form (request from Jada Rupley)
- A current resume
- Three to five letters of recommendation from current position and recent positions
- A written statement explaining how you plan to address each of the key challenges opportunities noted in the vacancy announcement

Send an electronic copy of all application materials to:

**Jada Rupley, Consultant: [jadarupley@gmail.com](mailto:jadarupley@gmail.com)**  
**Dave Novotney, Consultant: [novotneyconsultants@gmail.com](mailto:novotneyconsultants@gmail.com)**  
**Joel Aune, Owner/Chief Operating Officer: [gunderaune@gmail.com](mailto:gunderaune@gmail.com)**  
**Tom Rockefeller, Owner/Chief Operating Officer: [rockefeller@tom34.com](mailto:rockefeller@tom34.com)**

### Applications received by March 6, 2026 will receive first consideration

The District retains the right to accept applications until a superintendent is selected

Application materials will become property of NWLA and the district, and will not be returned to the applicant

Please do not contact the school district directly regarding the selection process for this position.

All inquiries, including those from applicants with disabilities who need help in completing application materials, should be made to the following NWLA Associates

Joel Aune | Email: [gunderaune@gmail.com](mailto:gunderaune@gmail.com)

Northwest Leadership Associates | [gunderaune@gmail.com](mailto:gunderaune@gmail.com) [gunderaune@superintendentsearch.com](mailto:gunderaune@superintendentsearch.com) | Richland, WA 99352 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!