



Posting Date: December 14, 2021

Position: Superintendent

Classification: Exempt Full Time – 260 days a year with full benefits

Position Start Date: July 1, 2022

Additional Information: See attached Superintendent Search flyer.

Annual Salary: \$118,817 to \$160,403 based on Level A of the 2022-2023 BSD Administrator Salary Schedule and depending on experience.

Posting Deadline: January 28, 2022, at 4:00 p.m.

Application Procedure: You must apply through Frontline at <https://www.applitrack.com/Baker5J/onlineapp/> to be considered and added to the applicant pool. If you have any questions, please call Cathy Martin, Personnel Department, at 541-524-2260, Ext. 1004, or email at cathy.martin@bakersd.org.

- In District (Current Employee on Contract with the District)
In order to be added to the applicant pool, apply through Frontline and upload a Letter of Interest and a current Resume.
- Out of District
Apply through Frontline and upload a Letter of Interest, a current Resume, and three current Reference Letters.

District Policy: It is the district's policy to provide veterans and disabled veterans with preference as required by law.

During the application process, a veteran will need to submit the following:

- Copy of the Certificate of Release or Discharge from Active Duty (DD Form 214 or 215).
- OR Proof of receiving a non-service connected pension from the US Dept. of Veteran's Affairs.
- Disabled veterans must also submit a copy of their Veterans disability preference letter.

Baker School District is an equal opportunity educator and employer and does not discriminate on the grounds of race, color, religion, sex, sexual orientation, national origin, marital status, age, veterans' status, familial status, genetic information, disability, culture and/or financial status.

SUPERINTENDENT SEARCH

Apply online through January 28, 2022

Application Requirements

- Completed application
- Cover letter
- Current resume
- Three current letters of recommendation

Application can be found on our hiring website:
<https://www.applitrack.com/Baker5J/onlineapp/>

For additional information, please contact:
Mark Witty, Superintendent
(541) 524-2260 x1005
Mark.Witty@bakersd.org

Lead a nationally-recognized school district

Located in a small community with lots to offer

Surrounded by natural beauty, historic Baker City, Oregon, is only about 120 miles northwest of Boise, Idaho, along the historic Oregon Trail; and this community of approximately 14,000 boasts all the benefits of rural living. The heart of the community is its schools, and the school district just happens to be one of the most innovative in the nation.

Baker School District seeks a Superintendent to join an enterprising leadership team serving 1,700 students locally, with an additional 3,000 online students across the state of Oregon. Through collaborative endeavors with local partners, Baker School District is creating an innovative educational foundation for future Oregonians.



BAKER SCHOOL
— DISTRICT —





District Goals

- Embrace applied, experience-based learning as a core part of curriculum to enhance critical thinking, encourage creativity, promote problem-solving, and inspire curiosity.
- Contribute to cultural vitality and economic sustainability by partnering with a broad range of stakeholders to provide rich learning experiences for students and staff.
- Implement an effective talent management strategy that attracts and supports an exceptional staff.
- Maintain a transparent budget process that includes opportunities for multiple levels of input and looks for diversified revenue streams and investment.
- Continue to invest in facilities that support quality education for students, provide a rewarding environment for staff, and serve the broader community.
- Advocate for policies and funding that benefit the district and serve the broader community.

Vision: Each learner has a rewarding experience and receives what is needed to succeed and reach their highest potential.

Mission: Using collaborative leadership, Baker 5J schools enhance community vitality by providing cradle-to-career opportunities across broad, integrated learning platforms for rewarding educational experiences.



BAKER

BULLDOGS



District Schools

- Baker Early Learning Center
- Brooklyn Primary School
- Haines Elementary School
- Keating Elementary School
- South Baker Intermediate School
- Baker Middle School
- Baker High School
- Eagle Cap Innovative Jr/Sr High School
- Baker Virtual Academy
- Baker Web Academy
- Baker Early College
- Baker Technical Institute
- Oregon International School

Bond: The Baker community passed a \$4 million bond last Spring to help fund capital improvements in our schools. The bond proceeds and a \$4 million matching grant from the state contributed to a total budget of over \$14.5 million for bond projects set to be completed in Summer 2023.



Board: Baker School District has a five member board, including Chair Chris Hawkins, Vice Chair Julie Huntington, Andrew Bryan, Jessica Dougherty, and Travis Cook.

Budget: Baker School District has a general fund budget of nearly \$59 million in the 2021-22 school year.

Staff: Baker School District currently has 135 certified, 107 classified, and 21 confidential employees.





Extensive Auxiliary Programming via Vibrant Partnerships

- Adventure Club
- After School Club
- Elementary Architecture
- Backpack Program
- Fire Department Explorer Program
- Bike for the Health of It
- Anime Program
- Drama Club
- Literacy Club
- Book Clubs
- STEAM Camps & Lessons
- Camp Invention
- Chess for Success
- Coding
- Culinary Experience
- EOU Student Writers Workshops
- Film-making
- Fire Ecology
- Friday Academy
- Get Outside After School Activity Program
- Golf for the Health of It
- Hoffer Trail Hikes
- Holiday Play
- Kinder Boost
- Kinder Camp
- Kinder Theater
- Math Club
- Movement/Dance
- Music - Writing
- Musical Instrument Lessons
- Oral History
- Safe Sitters
- Ski for the Health of It
- Snow-shoeing
- Summer Academy
- And more...





Career and Technical Education (CTE)

Baker Technical Institute (BTI) offers pathway and technical programs to both youth and adults for an array of in-demand skills. Programs are rigorous courses of study to assure strong academic and technical preparation, providing students with critical learning and hands-on-skills. Students acquire the skills necessary for entry into well-paid careers with high potential for rapid financial growth, increased levels of responsibility, and a high degree of personal satisfaction.

BTI is licensed by the Higher Education Coordinating Commission (HECC) to operate as a post-secondary institution.

- Agricultural Science
- Computer Science
- Construction
- Culinary Arts
- Engineering
- Electrician Apprenticeship
- Health Services
- Heavy Equipment Operation
- Heavy Highway Construction Pre-Apprenticeship
- Natural Resources
- Youth STEAM Camps
- Trucking & Logistics
- Utility Training
- Welding & Metal Technology
- Youth Work Experience



2021
NAAE CONVENTION
 AGRICULTURAL EDUCATOR...BY CHOICE!
 New Orleans, Louisiana Nov 29-Dec 4 naae.org/convention2021

2021 NAAE Outstanding Middle/Secondary Agricultural Education Program Award Winner – Region I

BAKER TECHNICAL INSTITUTE
 Baker, Oregon

Teachers:
 Bibiana Giff and Nicole Merchant



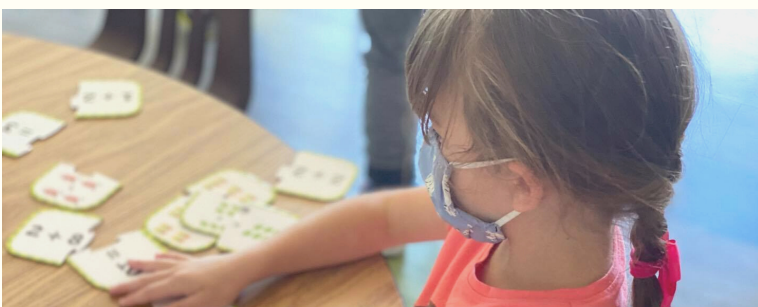


Superintendent Qualifications

The Superintendent is the Chief Executive Officer of the District and, under the direction of the Board, is responsible for control and operation of the school system, and for implementing the decisions and policies of the Board. The Superintendent is responsible for leading the District in alignment with the vision, mission, and goals set by the Board.

Candidates should possess:

- Ability to communicate and advocate effectively;
- Knowledge of business and support service systems that facilitate planning, control, and accountability;
- Strong personnel and management skills with the desire and ability to motivate and innovate;
- Commitment to serving all pre-school to post-secondary students;
- An understanding of small, rural areas;
- Innovative and entrepreneurial thinking with the ability to build and sustain strong, effective relationships/partnerships that impact student success;
- Ability to collaborate and empower both internally and externally, including forward-thinking leadership at the local, regional, and statewide level;
- Ability to make difficult decisions with transparency and use sound judgement in times of crisis.



APPLY TODAY!

Baker School District 5J

2090 Fourth Street
Baker City, OR 97814

(541) 524-2260

www.baker5j.org

