



Crow-Applegate-Lorane School District Interim Middle/High School Principal Internal/External Confidential Job Posting

STARTING DATE
August 2025

WORK YEAR
200 Day Contract

COMPENSATION
Based on Experience

APPLICATION DEADLINE
Open until filled
Review begins 6.16.25

The School Community: The Crow-Applegate-Lorane School District serves about 310 students PK-12 and is located 13 miles from Eugene and 5 miles from Veneta. There are two school buildings: Applegate Elementary (K-5) and Crow Middle/High School (6-12) which also houses Crow Preschool. The CAL School District is a closely knit community that honors traditions while ensuring school is a safe and welcoming place for everyone. The district operates on a four-day school week for students, beginning after Labor Day and ending the second week of June. Most work days are nine hours per day.

With a late change in leadership, we are seeking an **Interim Secondary Principal** who will be encouraged to apply for the permanent position next year.

Position Description: The Middle/High School Principal will work closely with the Superintendent to create and sustain school-wide systems that ensure a safe and welcoming environment, uphold high-quality instruction, coordinate daily school activities, and clearly communicate with families and staff.

Required Qualifications:

1. Hold a valid Oregon TSPC administrator license.
2. Established successful leadership experience in school settings.
3. Experience working with middle and high school age students demonstrated by positive student management skills, interpersonal relationships, problem-solving strategies, and communication.
4. Ability to recognize and adjust practices to support historically underserved students and embed culturally responsive practices.
5. Experience working collaboratively and confidentially with diverse student, parent, and community populations, staff, administrators, and cooperating agencies.
6. Ability to plan, organize, prioritize and complete a high volume of work in a timely and efficient manner.



Desired Qualifications:

1. Demonstrated successful experience working in small schools, creating high standards of quality for all aspects of the school, ensuring all staff, systems and programs are implemented effectively to achieve goals.
2. Demonstrated successful experience creating a welcoming, disciplined and joyful school culture with high standards of behavior and a culture of respect and kindness.
3. Demonstrated successful experience assisting with scheduling and class assignments, curriculum lesson planning, professional development, assessment, and accountability.
4. Demonstrated successful experience developing and promoting a school culture with a strong sense of belonging, continuous improvement, high expectations and innovation.
5. A demonstrated commitment to developing strong, collaborative relationships with all staff members, as well as active and meaningful relationships with students and families.
6. A demonstrated history of integrity and confidentiality.

Application Procedure

Submit the following to Crystal Nevins at crnevins@cal.k12.or.us

- Letter of interest stating your reasons for seeking this position and how you are best qualified. Limit to one typed page.
- Completed administrative application.
- Current resume.
- Copy of transcripts and TSPC license. (Unofficial transcripts are acceptable.)
- Three letters of recommendation, not more than two years old - one being from the current employer/supervisor.

Administrative applications can be picked up at the District Office or found on our District Website <http://www.cal.k12.or.us/>. Click on “Menu,” then “District Office,” and “Employment Opportunities”.

Crow Applegate Lorane School District is an Equal Opportunity Employer and, in accordance with Federal and State Legislation, does not discriminate on the basis of race, sex, religion, age, National origin, or marital status, physical or mental disability in employment practices or education programs.