



Crow-Applegate-Lorane School District Crow Middle/High School Principal (1.0 FTE) Internal/External Confidential Job Posting

STARTING DATE
July 1, 2026

WORK YEAR
200 Day Contract

BASE SALARY
\$100,000 - \$110,000
with benefits and PERS

APPLICATION DEADLINE
Open until filled
Review begins 2/23/26

The School Community: The growing Crow-Applegate-Lorane School District currently serves about 365 students PK-12 and is located 13 miles from Eugene and 4.5 miles from Veneta. There are two school buildings: Crow Middle/High School (6-12) which also houses Crow Preschool, and Applegate Elementary School (K-5). The CAL School District is a community that honors traditions while ensuring school is a safe and welcoming place for everyone. The District operates on a four-day school week with about 1.5 Fridays per month of professional development. When asking students what they would tell the new principal, one writes, "Crow is very close-knit. If you are going to become the principal here, you need to be ready to become part of our family."

Position Description: The Crow Middle/High School Principal will work closely with the Administrative Team and the District Leadership Team to create and sustain schoolwide systems to ensure a safe and welcoming environment and to carry out the District's mission of ensuring each Crow Graduate is a critical thinker, a strong communicator, and a capable leader.

Duties include but are not limited to:

- Supervise and evaluate 13 certified and 9 classified team members.
- Maintain a visible, accessible presence throughout the school day and at select evening and weekend events, overseeing and advising the student body.
- Build strong relationships with students, staff, families, and community partners.
- Communicate clearly, consistently, and proactively with students, staff, and families.
- Demonstrate fair, consistent decision-making and effective problem-solving.
- Collaborate with shared leadership teams, report to the School Board, and regularly update the community.
- Assign staff and develop master schedules that support rigorous and engaging secondary coursework, graduation requirements, college readiness, and Career & Technical Education (CTE) pathways.
- Support high-quality instruction, assessment practices, and student progress toward college, career, and life readiness.
- Partner with postsecondary institutions, CTE consortia, and community organizations to expand dual credit, work-based learning, and career exploration opportunities.
- Set high expectations while providing appropriate support and accountability for students and staff.
- Demonstrate strong organizational, management, and systems-level leadership skills.



Required Qualifications:

1. Hold a valid Oregon TSPC administrator license.
2. Established successful experience in school settings with increasing responsibilities.
3. Experience teaching and working with students demonstrated by positive student management skills, interpersonal relationships, problem-solving strategies, communication, and academic outcomes.
4. Experience working with data to recognize and adjust practices to support historically underserved students and embed culturally responsive practices.
5. Demonstrated knowledge of special education law and practice, including IDEA compliance, IEP implementation, and inclusive service models at the secondary level.
6. Ability to plan, organize, prioritize and complete a high volume of work in a timely and efficient manner.
7. Ability to sit, stand, walk, bend, and occasionally lift or carry materials (up to approximately 40 pounds).

Desired Qualifications:

1. Secondary school administration and teaching experience.
2. Experience in expanding CTE and college readiness programs.
3. Background in grant management, budgeting, or resource allocation.
4. A leader who wants to know students and families well, participate in community life, and grow alongside the school over time.

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.
- Three letters of recommendation, not more than two years old - one being from the current employer/supervisor.

Selection Process Includes:

- Application screening and reference checks.
- Initial interview with the district hiring committee.
- Finalist interviews, including site visits and opportunities to meet with students, staff, families and community members.
- Final selection and Board approval.