



WE'RE HIRING!

GRESHAM HIGH SCHOOL PRINCIPALSHIP - STARTING JULY 2023



INSPIRE AND EMPOWER
◦ EACH STUDENT ◦

GRESHAM HIGH SCHOOL PRINCIPALSHIP

GRESHAM-BARLOW SCHOOL DISTRICT IS SEEKING A LEADER FOR GRESHAM HIGH SCHOOL

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the desired qualifications as described in a job description. We are most interested in finding the best candidate for the job. We would encourage you to apply, even if you don't believe you meet every one of our desired qualifications described. If you are unsure whether you meet the desired qualifications of this position, or how this would be determined, please feel free to contact Human Resources to discuss your application. Preference will be given to those applicants with work or lived experience with culturally, linguistically and racially diverse communities.

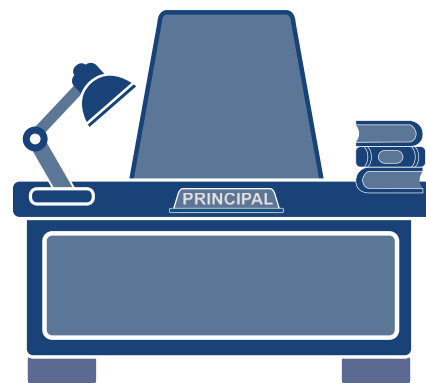
ABOUT THE PRINCIPALSHIP

The next principal of Gresham High School will be a visionary instructional leader passionate about leading a diverse, complex, learning community. The school's next leader will be steadfast in focusing staff on meeting the needs of each and every student and will have a strong commitment to equity. A growth mindset is a must.

Gresham High School has served the community for many years and needs a leader who understands and honors the institution's rich history while also passionately working to transform the school's educational program so graduates have the knowledge, skills, and abilities required to be successful in an ever-changing global society. The principal will need to be a results focused problem-solver who is innovative and flexible.

Speaking multiple languages is an asset. Gresham High School values cultural and linguistic diversity and will require a leader that holds the same values. Having similar lived cultural, racial and or economic experiences as the GHS students and families would allow for deeper connection and relationships.

It will be important for the next principal to be a strong communicator; forthright, yet approachable and grounded in empathy. The school's next leader will be insightful and work to develop a strong understanding of the culture of Gresham High School. The individual will be committed to instilling camaraderie in the staff and the community. The next leader will be laser focused on bringing the community together to ensure GHS is a place where each student feels a sense of belonging and is supported.



EXPERIENCE AND EDUCATION REQUIREMENTS

- High school teaching and five years of administrative experience preferred
- Master's degree or higher in Education or related field
- Oregon Administrator license or ability to obtain one prior to start date

ESSENTIAL JOB FUNCTIONS

INSTRUCTIONAL LEADERSHIP

- Provides for and demonstrates instructional leadership, a commitment to professional growth and maintains interest in and commitment to students, staff and the public
- Contributes to student learning by encouraging staff development, modeling of effective teaching strategies and administering a school curriculum for students based on needs and interest
- Evaluates and revises curricular and instructional programs in cooperation with appropriate district administrators; communicates with teachers to assure instructional programs meet student needs and district requirements
- Establishes a data-driven collaborative school improvement process annually that involves all

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stakeholders of the school and district leadership

- Creates a sense of urgency and takes immediate action to ensure early successes
- Communicates a clear vision of success and benefits to engage others
- Encourages learning and consistently provides instruction, expectations, and feedback to encourage leadership and build capacity
- Consistently inspires excellence and promotes high morale
- Recognizes cause and effect between instructional activities and results

IMPACT AND INFLUENCE

- Communicates effectively with the business and residential community and participates in civic activities and the enhancement of community partnerships
- Fosters a culture of learning, cultural responsiveness, and high expectations for every student and every adult
- Facilitates teacher collaboration to promote student and organizational success
- Engages stakeholders in developing, implementing, communicating, monitoring, and evaluating the school district mission and vision
- Attends, conducts, and chairs a variety of meetings with faculty, parents, and community representatives; coordinates and meets with school site advisory groups; responds to and resolves parent, student, and staff complaints; represents the school at Board, District and community functions
- Arranges for school-level public relations and publicity for special events and achievements as appropriate
- Demonstrates positive attitude toward job and remains a flexible and innovative team builder
- Promotes a widely shared institutional belief that every child deserves and can have expert instruction and that all team members must be advocates for students
- Sets high performance goals for themselves and others
- Establishes and monitors high standards for excellence with students, teachers, staff and other stakeholders.
- Establishes a culture of learning and achievement
- Acts to influence others' thinking and behavior to achieve results
- Identifies and engages stakeholders (e.g. parents, community) to drive consensus, build trust and facilitate change
- Anticipates and responds to stakeholder concerns and identifies and engages key influencers and community resources necessary for success
- Effectively delegates to others and engages teams in decision-making

LEADERSHIP AND SUPERVISION

- Directs and supervises all curricular and extracurricular activities, student conduct, staff performance, school community relations, fiscal management and physical plant management to meet the district's and school's stated objectives, procedures and priorities in the assigned school
- Contributes to the quality of the staff by involving school personnel in the screening, selection and recommendation of the hire of licensed and classified staff members
- Assigns staff as appropriate to meet school objectives
- Provides for quality supervision of staff by evaluating individual staff performance based on district criteria and standards
- Relates to students with respect while carrying out a positive and effective discipline policy

GRESHAM HIGH SCHOOL PRINCIPALSHIP

- Assures the health, safety and welfare of students, staff and the public
- Motivates employee performance and enhances morale
- Facilitates the leadership of the school Site Council
- Oversees attendance, behavior management, counseling, guidance and other support services; oversees the provision of individual academic and personal counseling to students and parents
- Assures proper management, maintenance and inventory of materials, equipment, buildings and grounds
- Assures the efficient and accurate preparation and monitoring of the school budget by involving staff and parents in setting budget priorities that are consistent with school and district goals
- Interprets and enforces district policies, state and federal laws
- Implements and monitors special programs
- Coordinates a variety of campus events
- Manages licensed and classified contracts at site level
- Acts as a contributing member of district wide committees
- Serves as a member of the district's law enforcement unit
- Prepare correspondence, bulletins, and other communications on behalf of the school
- Directs the preparation and maintenance of a variety of district, county, state and federally mandated records and reports regarding student attendance, welfare, discipline, safety, academic achievement, and certification for graduation
- Directs the maintenance of comprehensive files pertaining to school personnel, plant facilities, inventories, financial information and contracts; directs the maintenance of student and staff records at the site
- Ensures that the high school meets all OSAA and NFHS policies for student participation and coaching certification
- Promotes fund-raising and grant applications for the site and for the District
- Aligns school resources and prioritizes activities to achieve maximum results based on vision and goals
- Consistently identifies potential issues and obstacles and proactively takes action to create and implement solutions

SALARY AND BENEFITS

- Salary/Benefits information is posted on the [GBSD Website](#)

TIMELINE FOR HIRING PROCESS

- Post job: January 23-February 6
- First round and second round interviews: February 13-17
- Final interview: February 20-24
- Selection complete: February 24-28



APPLYING FOR THE POSITON

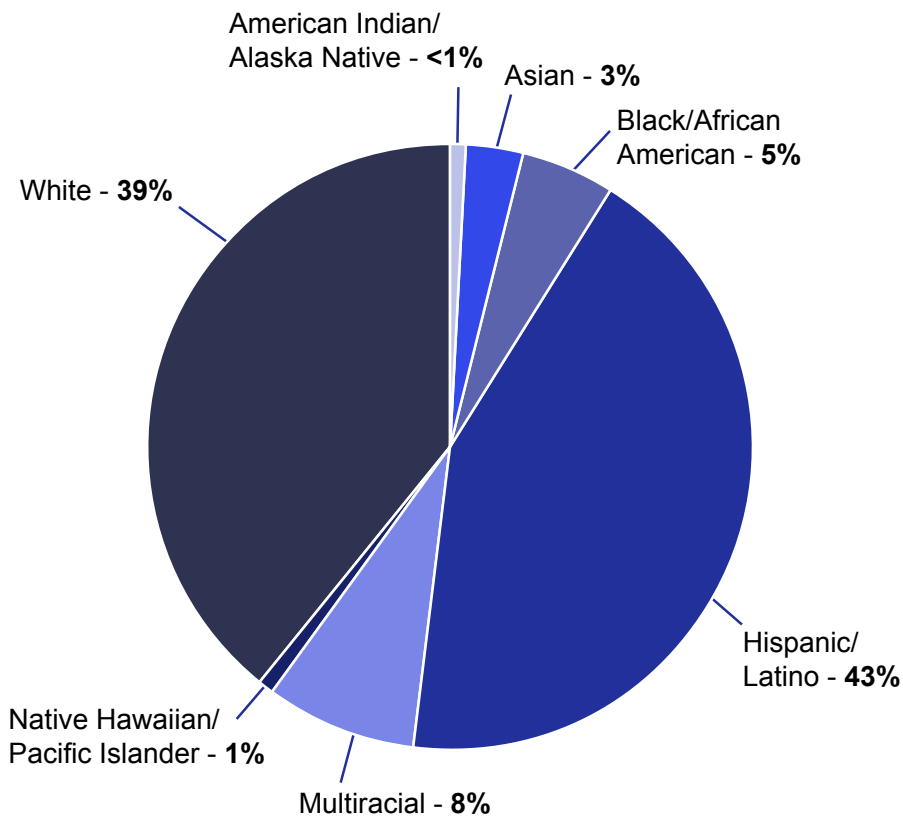
Please fill out the application on the [Gresham-Barlow School District Website](#).

QUESTIONS?

Please contact Felisha Brewer at brewer18@gresham.k12.or.us or call 503-261-4550.

GRESHAM HIGH SCHOOL AT-A-GLANCE

OUR STUDENTS | ENROLLMENT: 1,531



34%
Ever English Learners

28
Languages Spoken

11%
Students with Disabilities

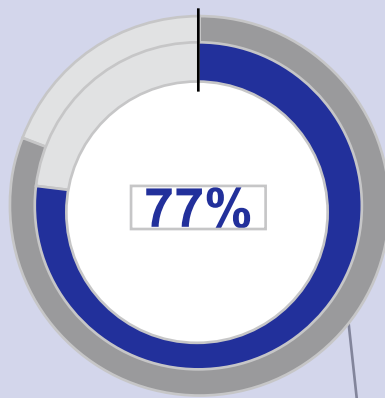
>95%
Free/Reduced Price Lunch

26
Median Class Size
(compared to 22 Oregon Average)

ACADEMICS

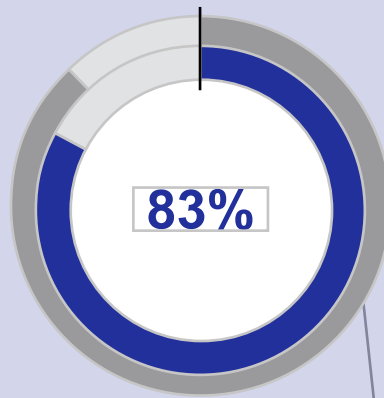
ON-TIME GRADUATION

Students earning a diploma within four years. Cohort includes students who were first-time ninth graders in 2017-18 graduating in 2020-21.



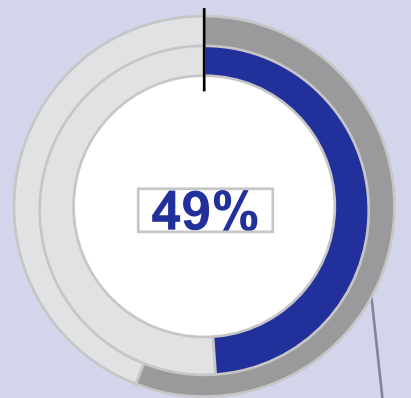
FIVE-YEAR COMPLETION

Students earning a high school diploma or GED within five years. Cohort includes students who were first-time ninth graders in 2016-17 finishing in 2020-21.



COLLEGE GOING

Students enrolling in a two or four year college within 16 months of completing high school in 2019-20. Data from the National Student Clearinghouse.



OUR STAFF

62
Teachers

23
Educational assistants

5
Counselor/
Psychologist

87%
Average teacher retention rate

80%
of licensed teachers with more than 3 years of experience

GRESHAM HIGH SCHOOL CAMPUS



GLORY, HONOR, STRENGTH

Gresham High School serves students in grades 9-12. Between 2017-2020, the school received a major renovation of over 80% of the building. The well-kept campus features state-of-the-art technology. Safety has been enhanced through the installation of surveillance cameras and the construction of a new secure entry vestibule which provides one point of access to the school for visitors.

FACILITIES:

- New classroom tower with restrooms
- New state-of-the-art auditorium, scene shop with black box classroom
- New state-of-the-art automotive shop and classroom
- New media center
- New gymnasium with state-of-the-art weight room
- New high efficiency HVAC systems in new classrooms
- New graphic arts classrooms and display areas
- New faculty lounge
- New playground equipment and surfacing for child development program
- New interactive flat panels for instruction in all classrooms
- Polished concrete throughout hallways and classrooms
- New bus loop to enable safe and timely access to and from school
- New access control
- New security cameras throughout the school
- Re-designed entrance creating a secure vestibule for visitors
- New generator for power outages, emergency communications
- Wi-Fi in all educational space and throughout campus





ABOUT THE GRESHAM-BARLOW SCHOOL DISTRICT

The Gresham-Barlow School District (GBSD) serves families with students in grades K-12 and has a student population of 11,500. The district has a solid reputation for providing students with a quality education.

OUR MISSION

- Inspire and Empower Each Student

OUR VISION

- Culturally responsive graduates who will thrive in an ever-changing global community.

OUR GOALS

- Provide effective, high-quality instruction to each student in our district.
- Provide a physically and emotionally safe and culturally responsive learning environment that gives students and families voice.
- Prudent use of resources that uses an equity lens in decision-making.



BY THE NUMBERS



OUR SCHOOLS:

- Elementary Schools: 9
- K-8 Schools: 1
- Middle Schools: 4
- High Schools: 3
- Charter Schools: 4

NUMBER OF SPOKEN LANGUAGES: 73

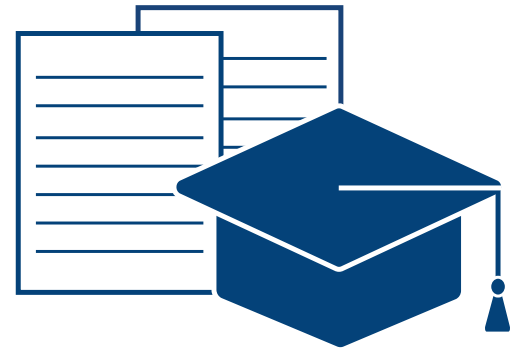
- English Language Learners: 1,620
- Predominant Non-English Language: Spanish
- Next Most Frequently Occurring Home Languages:
 - Russian
 - Ukrainian
 - Romanian
 - Arabic

2022-23 GENERAL FUND BUDGET: \$166 MILLION

STANDARD AND POOR'S BOND RATING: AA+

GBSD'S ACADEMIC PROGRAM

Gresham-Barlow is committed to advancing our work to provide equitable outcomes and opportunities for students. We are focused on instructional alignment across our system as we continue to implement the four key goals of our Learning Model.



- 1. Accessible and Intentional Instruction** - Includes all aspects of teaching and learning in order to ensure equitable access and outcomes for all students.
- 2. Evidence Based Decision Making** - Differentiation decisions and classroom level instructional decisions to support student learning are based on data.
- 3. Teaching and Learning Environment** - Warm, welcoming and safe environments which acknowledge the various cultures and lived experiences of our students and allows them to learn, grow and thrive.
- 4. Student Family and Community Partnerships** - Schools, community agencies, and other organizations engage families in meaningful and culturally appropriate ways to support families to actively support their children's development and learning.

Teacher teams have recently engaged in curriculum adoptions to provide the best tools for our instructors and students to use in the classroom. Recent adoptions include Language Arts, World Language, Heritage Spanish, Math, and English Language Development. This provides a foundation for collaboration and use of data to support learning. We utilize Equity Driven Multi-Tiered Systems of Support to respond to student needs and enhance learning opportunities.



CAREER TECHNICAL EDUCATION AND CAREER PATHWAYS

The Gresham-Barlow School District is committed to creating high quality pathways from education to the workforce. We prioritize partnership, collaboration, innovation and leveraged resources to provide high quality programs. Business and industry partnerships support our career related learning experiences for our students from preschool to postsecondary. Postsecondary partners support our students in making a smooth transition to their next step after high school. Various offerings through our schools include: Dual Credit, Middle College High School, University Transfer, Career Training Programs.

ATHLETICS AND ACTIVITIES



The Gresham-Barlow School District has a rich tradition of excellence in athletics and activities. Our schools provide students the opportunity to expand their personal growth. Opportunities in athletics and activities provide valuable connections and experiences. Students who participate in activities are more likely to have high engagement in school and benefit from life lessons that can be learned through being a contributing member of an interconnected group or program.

A primary function of extra and co-curricular programs is to promote lifelong social emotional learning and development. Student participation in extra and co-curricular programs can encourage individual development by providing opportunities for leadership, sportsmanship, fellowship, teamwork, commitment to goal achievement, character building, communication skills, competition, and school pride. A wide variety of opportunities are available to students across our district.

EXTENDED LEARNING OPPORTUNITIES

Gresham-Barlow School District recognizes that students bring a diverse set of academic and social emotional needs. In order to meet the needs of all students, GBSD offers an array of extended learning opportunities and options. For our elementary and middle school students, we offer after school enrichment and summer camps in partnership with community based organizations and Multnomah County. For our rising 9th grade students we provide a career exploration summer camp in which students can earn their first high school credits. Once in high school, students who need additional support to be on track to graduation may access our district Flexible Learning Experiences (FLEX) programs, our after school tutoring and credit recovery, or our summer enrichment and credit recovery options.





ABOUT GRESHAM, OREGON

Located east of Portland, the city of Gresham is the 4th largest city in Oregon. Gresham is the ideal location for families to explore and experience all the Pacific Northwest offers. You'll find a charming downtown with several delightful places to dine. Fun places to visit include Gresham's Japanese Garden, the Children's Fountain, and Blue Lake Regional Park. View and hike around the many historical and natural sites just minutes away including the Crown Point State Historic Site, and Multnomah Falls.

[Walk. Shop. Dine. Play.- Courtesy Gresham Chamber of Commerce](#)

Check out the view of Mount Hood on your drive to the city and explore what Gresham has to offer!





For more information about the Gresham High School Principalship or the Gresham-Barlow School District, please contact Felisha Brewer at brewer18@gresham.k12.or.us or call **503-261-4550**.



All employment applications and inquiries must go through GBSD Human Resources via Frontline Recruiting and Hiring. **We ask that you DO NOT send application materials or contact schools or principals directly.**

Applicants, both in-district and out-of-district, are required to apply online utilizing the Frontline Recruiting and Hiring online application system. Please use the link below to access the website and to view our current postings. Postings may be sorted according to position type by clicking on the arrow beside the "Job Title" column.

Gresham-Barlow School District recognizes the diversity and worth of all individuals and groups. It is the policy of this district and the board of education that there will be no discrimination or harassment of individuals or groups in any educational programs, activities or employment. Gresham-Barlow provides equal access to individuals with disabilities.

THE GRESHAM-BARLOW SCHOOL DISTRICT IS AN EQUAL OPPORTUNITY EMPLOYER.