



RECRUITMENT FOR SUPERINTENDENT

CLOSING DATE: **JANUARY 9, 2026**



OVERVIEW

The Grant School District #3 Board of Directors is seeking an accomplished and visionary educational leader to serve as **Superintendent beginning July 1, 2026**. The successful candidate will be committed to advancing our Mission—Our Prospector Promise: A place for every student to feel support, achieve success, and learn respect. The ideal leader will champion academic excellence for all students, foster strong community engagement, and demonstrate a steadfast commitment to implementing and continuously refining the District's Strategic Plan.

Location: Canyon City, Oregon, serving the communities and surrounding areas of Canyon City, John Day, Mt. Vernon, and Seneca

Enrollment: 465 Students

Salary: \$145,000 to \$160,000 annually, plus a negotiated benefit package



The successful candidate will demonstrate the following **personal** and **professional** qualities and qualifications:

- Strong organizational skills, with a background in teaching, learning, and relationship-building, preferably in a small, rural community.
- Prior superintendent experience in a rural setting (preferred).
- Proven ability to make difficult decisions guided by a student-first mindset and aligned with the Grant School District Strategic Plan.
- Expertise in advising the Board through proactive budgeting and sound fiscal management practices.
- Demonstrated leadership in creating and maintaining a positive, collaborative team environment among staff.
- Capacity to establish and strengthen partnerships with families, community organizations, and businesses to enhance student success.
- High level of integrity, honesty, and core values, with a record of cultivating trust.
- Ability to lead the implementation and continuous improvement of the District's Strategic Action Plan to drive long-term success.
- Commitment to open, transparent, and effective communication with all stakeholders.
- Vision to develop comprehensive training programs for staff aligned with the Strategic Plan.
- Willingness to seek, consider, and incorporate input from diverse perspectives.



THE SUCCESSFUL CANDIDATE MUST HOLD OR QUALIFY FOR AN OREGON PROFESSIONAL ADMINISTRATOR LICENSE.

OUT-OF-STATE CANDIDATES

To ensure eligibility for an Oregon Professional Administrator license, direct inquiries to :
Oregon Teachers Standards and Practices Commission (TSPC),
Phone: 503-378-3586 / Fax: 503-378-4448 / www.tspc.state.or.us

About Grant School District #3

Grant School District #3 is a rural, close-knit district dedicated to providing a high-quality, personalized education for every student from birth through 12th grade. The District serves the communities of **John Day, Canyon City, Mount Vernon, and Seneca**, and encompasses a range of learning environments designed to meet the diverse needs of our students and families:

- **Humbolt Child Care Center** – Serving children from birth to age 5, providing a strong foundation for early learning and development.
- **Seneca Elementary School** – A small, rural, and remote school serving 14 students in a unique and supportive learning environment.
- **Humbolt Elementary School** – Serving 224 students, offering a vibrant elementary experience rooted in strong academics and community values.
- **Grant Union Junior/Senior High School** – Serving 210 students with comprehensive academic programs, extracurricular opportunities, and college and career readiness pathways.
- **Fully Online Program** – Serving 16 students, providing flexibility and individualized learning opportunities through a virtual platform.



STAFF SUPPORT & STUDENT RESOURCES

Grant School District #3 employs 43 licensed staff, 50 classified staff, 4 confidential staff, and 4 administrators.

The district contracts with Evers Accounting to provide payroll services, budget management, and accounting services. The principal of Evers Accounting, Mary Jo Evers, has over 20 years of experience auditing school districts and over 13 years providing business management services for various school districts. Her knowledge and experience are invaluable in assisting the district with payroll services, budget management, ODE reporting, and fiscally responsible budgeting.

The District supports 1-to-1 Chromebooks for each student, grades 7-12, and each student, K-6, has access to a Chromebook in the classroom. Additionally, we have upgraded our capacity to support internet access at all school locations.



LONG-RANGE PLANNING & STUDENT ENGAGEMENT

Grant School District #3 is undertaking multi-year renovation projects across the district, including new HVAC systems at Humbolt Elementary and Grant Union, seismic upgrades at both schools, the addition of a state-of-the-art greenhouse, the creation of a student-focused commons at Grant Union, ongoing energy-efficient window replacements, asphalt refurbishment and replacement, and landscaping improvements at Humbolt and Grant Union. In total, the district has invested more than \$6,741,000 in these projects over the past four years.

The district, with a thorough collaborative process eliciting input from the community and staff, created a District Strategic Plan in the spring of 2024. Currently, the District is in the second year of implementing its strategic plan. The three driving goals are: 1) Recruit, train, and retain staff, able to implement, adjust, and achieve excellence. 2) Create a student-focused environment where each student is known and prepared for success in life. 3) Positive perception, community ownership, and support for our district's facility improvements. The District is working with Studer coaches to fully implement all aspects of the Strategic Plan.



Rendering of the planned renovation of the new Little Miners Early Learning Center

Beyond the classroom, our district has over 70% of our 7-12 student body participating in clubs, activities, and athletics. The district is able to offer multiple activities for students, including FBLA, FFA, all traditional sports, soccer, cross country, golf, dance, girls' and boys' wrestling, travel club, music, choir, and a gaming club! We have recently won three softball state championships in a row and are consistently competitive in all sports. As a district, we take pride in our strong community connections, the close relationships among families, staff, and students, and a shared commitment to student success at every stage of learning.





Discover Grant County: Where Leadership Meets Lifestyle

Nestled in the heart of Eastern Oregon's scenic high desert, the communities of John Day, Canyon City, Mount Vernon, and Seneca offer an unparalleled blend of natural beauty, connection, and purpose. Surrounded by mountains, rivers, forests, and open skies, this region offers the unique opportunity for a superintendent to live and lead in a place where education and community truly intertwine.

A Connected and Supportive Community

Grant County is a place where relationships still matter. Families, educators, and local leaders work hand in hand to ensure every student is known, supported, and celebrated. The area's small size allows the superintendent to be deeply engaged and visible, shaping student success while maintaining warm relationships with teachers, staff, and families.

A Place for Balance and Renewal

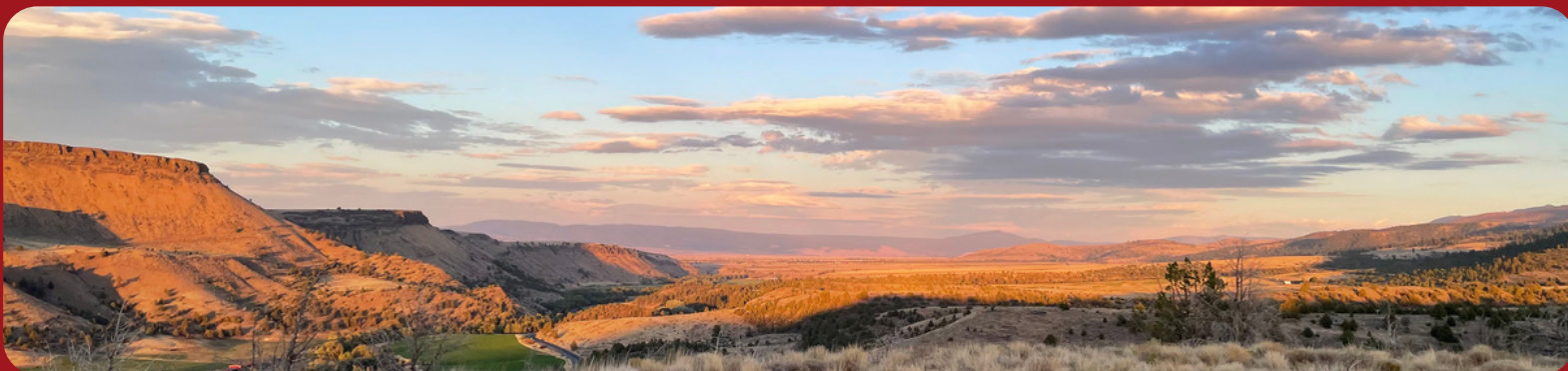
Outdoor enthusiasts will find a wealth of opportunities to recreate and recharge—including hiking, hunting, fishing, ATV trails, Oregon's best snowmobiling, and exploring the scenic John Day Fossil Beds National Monument. With short commutes, wide-open landscapes, and incredible night skies, this region provides the work-life balance often lost in larger districts.

A Tradition of Pride and Progress

Grant County's citizens take pride in strong schools, safe neighborhoods, and a collaborative spirit. The district's capital improvements, modern technology access, and new Strategic Plan signal a forward-thinking community eager to partner with its next superintendent in achieving long-term success.

An Opportunity to Lead and Belong

This position offers more than a career move—it's a chance to lead transformative work in a district that is small enough to be personal but ambitious enough to innovate. Here, leaders are valued, voices are heard, and the community stands ready to support its schools and superintendent in making a lasting difference.



Recruitment Schedule

Application Deadline: January 9, 2026

Review of Applicants: January 12-16, 2026

- Screening Committee Review
- Background checks

Candidate Screening and Interviews: January 26-30, 2026

- Screening Committee
- Student Interaction/Interview
- Visit with Current Superintendent
- Meet & Greet
- Tour of Facilities
- Final Interview by Board of Directors in Executive Session
- Offer Letter

Announce Selection at Regularly Scheduled Board Meeting: February 18, 2026

MINIMUM APPLICATION REQUIREMENTS

COVER LETTER

CURRENT RESUME

3-5 CURRENT LETTERS OF REFERENCE

A STATEMENT ABOUT HOW YOU MEET THE QUALITIES AND QUALIFICATIONS SET BY THE BOARD

How to Apply

Application materials should be emailed to:

markwitty@johndaysd.org

The application must be emailed by 5:00 p.m. on January 9, 2026.

More information regarding the position and application process, contact:

Mark Witty, Grant School District #3 Superintendent
markwitty@johndaysd.org / (541) 575-1280 ext. 3025

Equal Opportunity Employer

The Grant School District #3 provides equal opportunities in employment and does not discriminate on the basis of race, religion, color, nationality, origin, sex, sexual orientation, age, marital status, veteran status, genetic information, or disability in accordance with state and federal law. Consistent with the Americans with Disability Act (ADA), applicants may request accommodations needed to participate in the application process by contacting Mark Witty at 1 (541) 575- 1280 ext. 3025.