



WE'RE HIRING!

GORDON RUSSELL MIDDLE SCHOOL PRINCIPALSHIP - STARTING JULY 2023



INSPIRE AND EMPOWER
◊ EACH STUDENT ◊

GORDON RUSSELL MIDDLE SCHOOL PRINCIPALSHIP

GRESHAM-BARLOW SCHOOL DISTRICT IS SEEKING A LEADER FOR GORDON RUSSELL MIDDLE 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

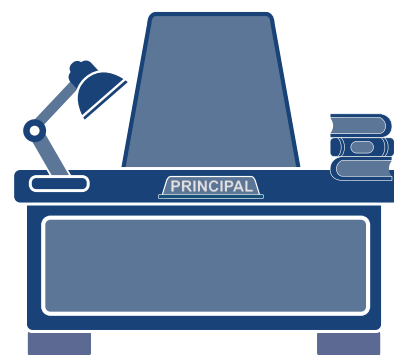
The next principal of Gordon Russell Middle School (GRMS) will be a dynamic instructional leader who is responsive to student needs and committed to diversity, equity, and inclusion. This will require an individual who can bring a learning community together to collaborate and innovate.

The GRMS principal will have strong communication skills, a willingness to listen, and will prioritize gathering and using feedback during the decision making process. Flexibility will be key to working with the staff and families at GRMS to solve problems and eliminate barriers.

The next principal will be committed to building strong relationships with students, families, and staff members. This will be accomplished by an individual who is a tireless advocate for all students, especially those who are underserved and/or marginalized.

Speaking multiple languages is an asset. GRMS 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 GRMS students and families would allow for deeper connection and relationships.

The next principal will be visible and lead by example. This individual will need to be well-rounded, organized, and prepared.



EXPERIENCE AND EDUCATION REQUIREMENTS

- Middle school teaching and 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 INCLUDE

- Provides for and demonstrates instructional leadership, a commitment to professional growth, and maintains interest in and commitment to students, staff and the public
- 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
- Participates in a planned program of classroom visitations and observations
- Provides for quality supervision of staff by evaluating individual staff performance based on district criteria and standards
- Recommends discipline, reassignment, or termination as appropriate, and documenting

GORDON RUSSELL MIDDLE SCHOOL PRINCIPALSHIP

substandard performance

- Relates to students with respect while carrying out a positive and effective discipline policy
- Assures the health, safety, and welfare of students, staff, and the public
- 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
- Communicates effectively with the business and residential community and participates in civic activities
- Motivates employee performance and enhances morale
- Assures the efficient and accurate preparation and monitoring of the school budget, involving others in setting budget priorities that are consistent with school and district goals
- Promotes fund-raising and grant applications for the site and for the District
- 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
- Facilitates the leadership of the school Site Council
- Serves as a member of the district's law enforcement unit
- Assists with the transportation needs of students, including walking them to and from the bus, supervision of students on the way to and from the bus, supervision of loading and unloading of busses, arranging for the transportation needs of students
- Prompt and regular attendance

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

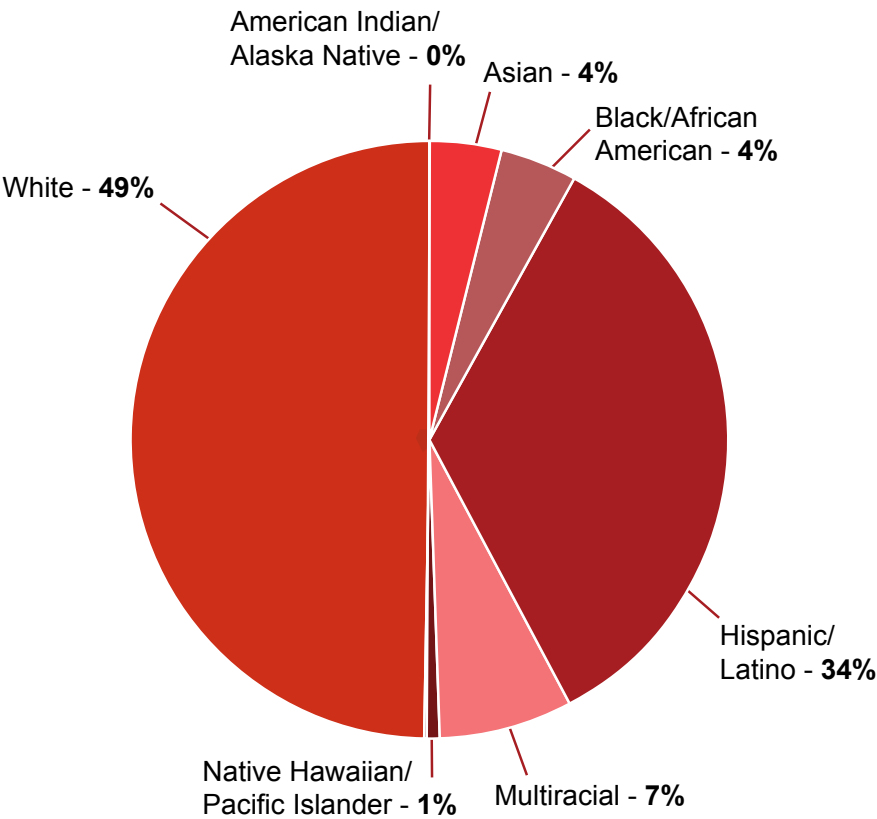
Please fill out the application on the [Gresham-Barlow School District Website](#).

QUESTIONS?

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

GORDON RUSSELL MIDDLE SCHOOL AT-A-GLANCE

OUR STUDENTS | ENROLLMENT: 648



25%
Ever English Learners

21
Languages Spoken

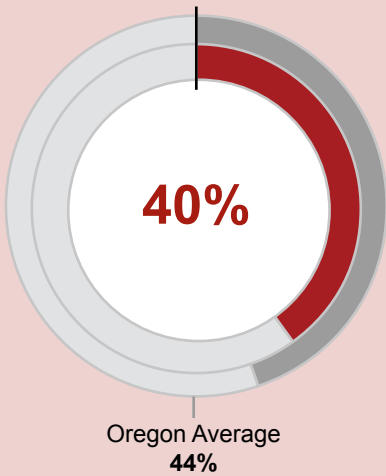
14%
Students with Disabilities

>95%
Free/Reduced Price Lunch

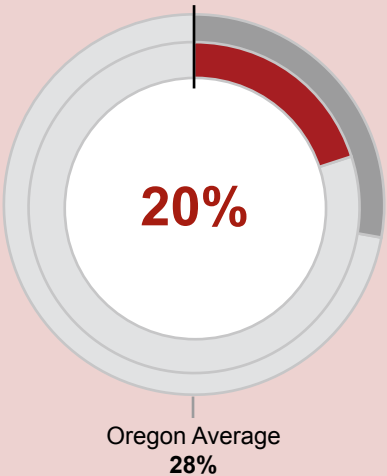
24.5
Median Class Size
(compared to 22 Oregon Average)

ACADEMICS *Students meeting state grade-level expectations.*

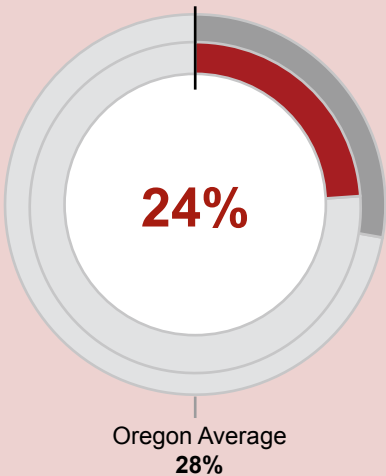
ENGLISH LANGUAGE ARTS



MATHEMATICS



SCIENCE



OUR STAFF

34
Teachers

7
Educational assistants

2
Counselor/
Psychologist

88%
Average teacher retention rate

79%
of licensed teachers with more than 3 years of experience

GORDON RUSSELL MIDDLE SCHOOL CAMPUS



ONCE A THUNDERBIRD, ALWAYS A THUNDERBIRD



Gordon Russell Middle School serves students in grades 6-8. Originally built in 1977, additions to the school were made in 1995. A major renovation took place in 2020. 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 CTE classrooms (2)
- New Interactive Flat Panel for instruction in all classrooms
- Polished concrete throughout the hallways and classrooms
- 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
- New Update HVAC system with new HVAC Controls
- New Cooling system in 80% of the campus (AC in the Gym)





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 Gordon Russell Middle 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.