

# WE'RE HIRING!

HALL ELEMENTARY SCHOOL PRINCIPALSHIP - STARTING JULY 2023



INSPIRE AND EMPOWER  
◦ EACH STUDENT ◦

# HALL ELEMENTARY SCHOOL PRINCIPALSHIP

## GRESHAM-BARLOW SCHOOL DISTRICT IS SEEKING A LEADER FOR HALL ELEMENTARY 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 Hall will be a patient, compassionate, committed, and kind instructional leader who is trauma-informed and understands the complexities of working in a school where students and families have unique needs. They should be able to lead under stress and be a model of strength when faced with overwhelming situations.

Hall is proud of the staff, students and parent community that it serves and needs a leader that is energized by its diversity. This will require a sense of servant leadership as well as a deep knowledge of restorative practices and culturally responsive teaching.

Taking time to truly build relationships with staff and students at Hall will be crucial for the success of the next principal. Hall prides itself on knowing their community and relies on each other as a team. As a part of the team, the Hall principal will not be afraid to jump in and roll up their sleeves to support staff and students in the work. They are visible throughout the school and lead by example.

The next principal will be an excellent communicator who listens and is solutions-oriented. They are able to bring the community together through optimism, encouragement, empathy, trust, grit and a good sense of humor.

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

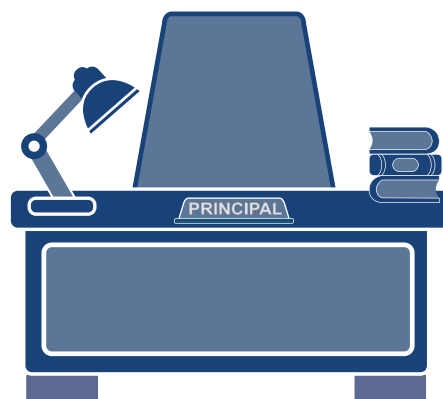
### EXPERIENCE AND EDUCATION REQUIREMENTS

- Minimum 3 years as a school administrator
- 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:

#### RESULTS ORIENTATION

- 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.
- Creates a sense of urgency and takes immediate action to ensure early successes.
- Establishes and monitors high standards for excellence with students, teachers, staff and other stakeholders.
- Aligns school resources and prioritizes activities to achieve maximum results based on vision and goals.



# HALL ELEMENTARY SCHOOL PRINCIPALSHIP

## ACTION ORIENTATION

- Effectively plans and takes action to achieve goals and objectives without direction.
- Consistently identifies potential issues and obstacles and proactively takes action to create and implement solutions.
- Formulates and executes on action plans despite ambiguity, obstacles, or resistance.

## IMPACT AND INFLUENCE

- Establishes a culture of learning and achievement.
- Acts to influence others' thinking and behavior to achieve results.
- Communicates a clear vision of success and benefits to engage others.
- 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.

## DEVELOP AND LEAD HIGH PERFORMING TEAMS

- Effectively builds and organizes adult teams.
- Develops effective team processes to achieve desired results.
- Effectively delegates to others and engages teams in decision-making.
- 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.

## CONFIDENCE TO LEAD

- Demonstrates strong commitment to others and presents ideas with confidence.
- Takes on challenging situations and believes in ability to effect change.
- Takes personal responsibility for mistakes and learns from them, while consistently following up with analysis and corrective action.

## SALARY/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

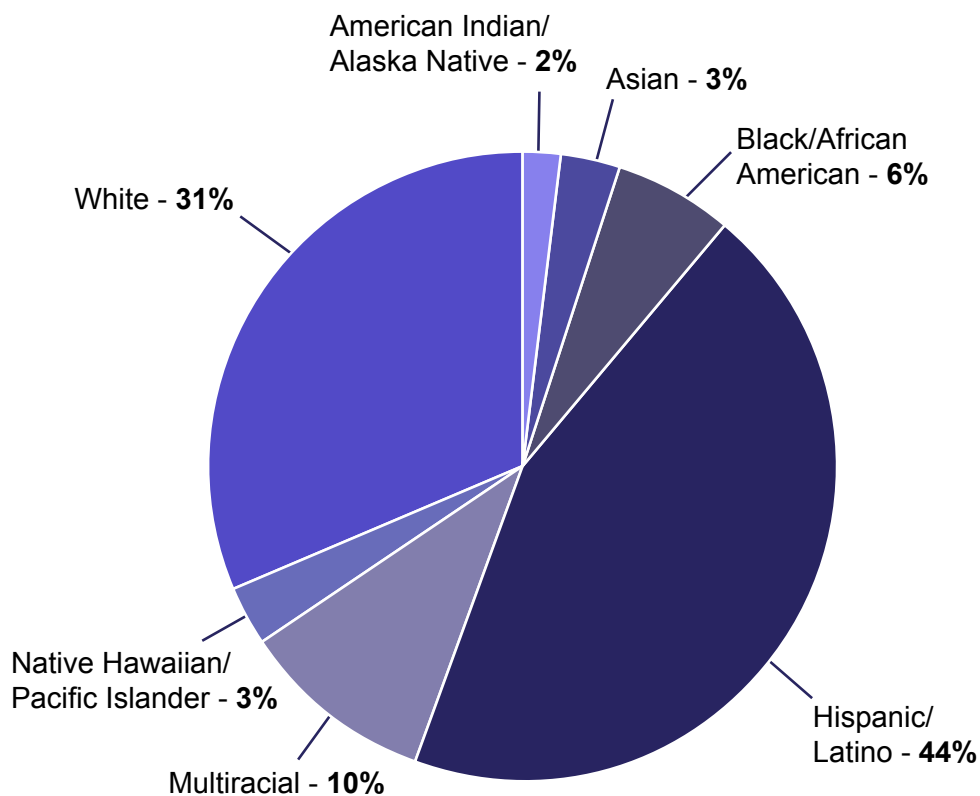
Please fill out the application on the [Gresham-Barlow School District Website](#).

## QUESTIONS?

Please contact Felisha Brewer at [brewer18@gresham.k12.or.us](mailto:brewer18@gresham.k12.or.us) or call 503-261-4550.

# HALL ELEMENTARY SCHOOL AT-A-GLANCE

## OUR STUDENTS | ENROLLMENT: 394



**29%**

Ever English Learners

**9**

Languages Spoken

**19%**

Students with Disabilities

**>95%**

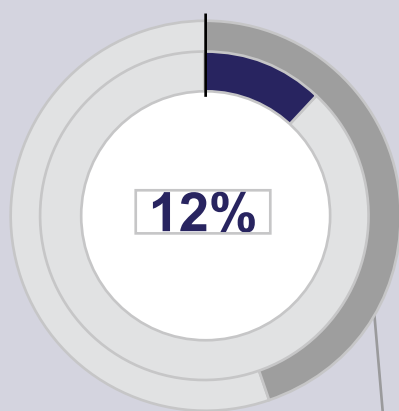
Free/Reduced Price Lunch

**23**

Median Class Size  
*(compared to 22 Oregon Average)*

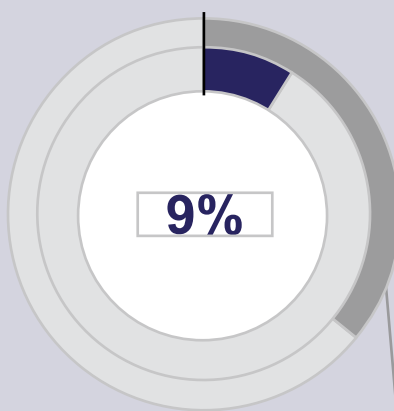
## ACADEMICS *Students meeting state grade-level expectations.*

### ENGLISH LANGUAGE ARTS



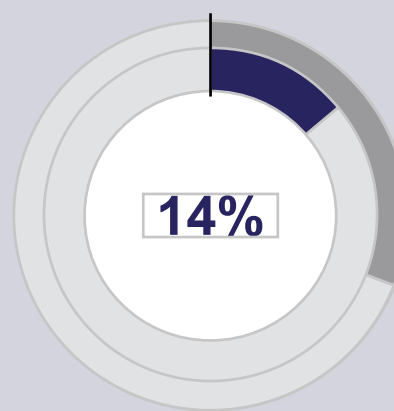
Oregon Average  
**44%**

### MATHEMATICS



Oregon Average  
**36%**

### SCIENCE



Oregon Average  
**31%**

## OUR STAFF

**22**

Teachers

**14**

Educational assistants

**1**

Counselor/  
Psychologist

**84%**

Average teacher retention rate

**59%**

of licensed teachers with more than 3 years of experience

# HALL ELEMENTARY SCHOOL CAMPUS



## THE HALL WAY TO SUCCESS: LEARNING, GROWING, PERSEVERING

Hall Elementary serves students in grades K-5. Originally built in 1980, additions to the school were made in 1995. In 2019, a new 6-classroom wing was added. The well-kept campus features state-of-the-art technology.

## FACILITIES:

- New 6-classroom wing with restrooms and break-out space
- New playground equipment and surfacing
- New interactive flat panels for instruction in all classrooms
- Polished concrete throughout the 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 includes a secure vestibule for visitors
- New generator for power outages, and emergency communications
- Wi-Fi in all educational spaces 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

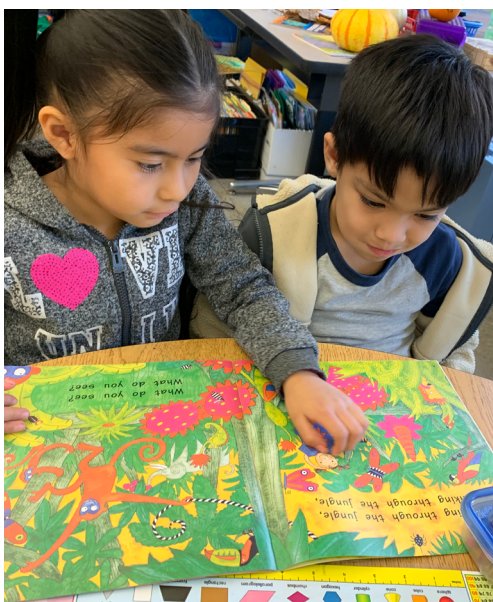
- Culturally responsive graduates who will thrive in an ever-changing global community.

### 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

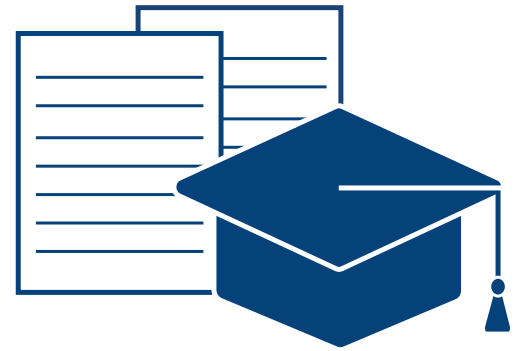
- English Language Learners: 1,620
- Predominant Non-English Language: Spanish
- Next Most Frequently Occurring Home Languages:
  - Russian
  - Ukrainian
  - Romanian
  - Arabic

**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 Hall Elementary School Principalship or the Gresham-Barlow School District, please contact Felisha Brewer at [brewer18@gresham.k12.or.us](mailto: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.