

HERMISTON SCHOOL DISTRICT 8R

Administrative Job Posting

Title: Athletic Director, Hermiston High School

The Hermiston School District is seeking applicants for Athletic Director at Hermiston High School.

The Athletic Director, will plan, direct, administer, and evaluate functions necessary to ensure efficient athletic/activity operations, instructional leadership, and staff supervision at the High School. The Athletic Director will also provide oversight and work with the middle school assistant principals to coordinate middle school athletic programs.

Required Qualifications:

- Valid Oregon administrative license or ability to obtain one prior to July 1, 2016
- Knowledge of Oregon State Activities Association (OSAA) rules and regulations
- Knowledge of first aid and sports safety/training practices
- Athletic leadership experience in high school athletics, scholastic and/or organized intramural activities.
- Such alternatives to the above qualifications as the Human Resources Department may find appropriate and acceptable.

Preferred Qualifications

- Previous program or building leadership experience
- Secondary level (6-12) teaching experience
- Secondary level (6-12) coaching experience
- Experience working with diverse populations
- Experience with secondary school instructional reform and staff development
- Experience with supervision and evaluation of licensed and classified staff

Application Procedures:

The applicant must digitally supply the following items to the Human Resources Department at:

hr@hermiston.k12.or.us

- Application form (Fillable PDF) available at: www.hermiston.k12.or.us/employment
- Professional Resume
- Letters of Recommendation (3 required)
- Letter of Introduction detailing the candidate's ability to successfully meet the required and preferred qualifications.

Application Period:

This position will remain open until a suitable candidate is found. **It is strongly recommended that candidates submit application materials by Friday, March 18, 2016.**

It is the responsibility of the applicant to ensure his/her application is complete.

About the School:

Hermiston High School educates a growing population, serving approximately 1500 students grades 9-12, with over 120 dedicated teachers and support staff members. The principal is supported by two assistant principals, an athletic director, and a dean of students.



The largest high school in Eastern Oregon, Hermiston provides a robust offering of content courses as well as a variety of elective curriculums that are tied to regional college degrees, certificates, and programs. Annually, over 5000 college credits are earned across six recognized Programs of Study through partnerships with various community colleges and institutions of higher education, instructed on campus by qualified HHS staff.

Performance across the disciplines has been strong, where Hermiston High School students perform at or above the state average and consistently outperform schools of similar constitution. A low drop-out rate, high completion rate, and an established culture towards "Destination College" has been well established where nearly 60% of high school graduates attend 2 and 4 year institutions following graduation.

The newer, ~300,000 square foot campus, is exceptionally well-maintained and boasts some 70 classrooms, 9 computer labs, media center, student fitness complex, comprehensive CTE and fine arts facilities, an on-site alternative school, and a robust online learning program. A new \$5.0M sports facility recently lauded as "The Best Prep Stadium in Oregon (OregonLive, 2014)," provides a state-of-the-art collegiate-level track and field complex and all-weather football and soccer surface. Last year's State Champion Football program, seven-time state wrestling champions, and consistent state-contenders in various other programs, are just a few of the athletic accolades and powerhouse programs Hermiston is well known for.



Hermiston High School utilizes a semester schedule and modified block system that provides a combination of 50 minute and 90 minute classes during each week. Students are offered 4 different diploma completion options, with the alternative high school offering a GED preparation track as well.

A diverse student body, a strength of the community and the school, Hermiston High School is comprised primarily of students who are considered Caucasian (55%) with the largest minority being of Hispanic decent (40%).

State-recognized co-curricular organizations such as FFA, FCCLA, DECA, and Robotics boast large numbers of students and incredible community support. Likewise, club activities in such areas as Spanish, science, Key Club, outdoor, knowledge bowl, rodeo, and National Honor Society are just a few of the additional offerings students participate in.

About the District:

The Hermiston School District is the largest district in Eastern Oregon, exceeding 5,500 students, and continues to experience steady enrollment growth. It serves students in grades kindergarten through 12 with a broad range of programs from foundational learning skills to comprehensive vocational programs to an exhaustive array of post-secondary college credit bearing opportunities. The school district includes a 9-12 senior high school, two 6-8 middle schools, five K-5 elementary schools, an alternative school, and a robust online learning program option for students and families.

Support for the school district has been strong from the community. In 2001 voters approved a \$39 million building program which included the re-construction of the high school, an additional elementary school, and various district-wide renovations. The voters also approved a \$69.9 million bond in 2008. The bond served to replace Armand Larive Middle School, West Park Elementary, and Sunset Elementary.

The District employs over 550 full time staff that includes approximately 300 teachers and over 200 classified, support, and supervisory personnel, making it one of the largest employers in the city of Hermiston. A nationally-recognized community that embraces its diversity, the district serves some 30,000 residents, where one-third of the population is Hispanic.

The school district prides itself on the academic achievement of its students, successful athletic programs, nationally-recognized club and activity organizations, and its exhaustive list of academic and elective opportunities available to students. The District's partnership with community organizations has been central to its continued success, highlighted by support groups who have provided nearly a half a million dollars to assist students and programs through such venues as the Hermiston Sports Booster Club, Hermiston Education Foundation, Band Boosters, FFA Alumni, and the community sponsorship of the student homebuilding program, to name a few.

About the Community:

The largest city in eastern Oregon, Hermiston maintains over 17,000 residents and is located in northeastern Oregon, just south of the Oregon-Washington border. The Hermiston School District boundary encompasses over 150 square miles of the Columbia Basin region, whose unique geographical area offers an extended growing season and a variety of agricultural crops and products. The immediate Hermiston area has been able to diversify its economy with food processing, cold storage, warehousing and distribution facilities. In addition, Hermiston's close proximity to the Columbia River Gorge and the surrounding Blue Mountains make it an ideal place for outdoor activities, and one of the fastest growing and economically charged communities in all of Oregon.

Contract Specifics:

The Hermiston School District offers an extremely competitive administrative salary and benefits package which includes PERS retirement employer-paid pick-up, tuition reimbursement, professional organization support, and a comprehensive health and benefits package. The contract year for this position is 261 days, including 9 paid holidays, and a generous vacation allowance.

The successful candidate will assume the position July 1, 2016.

2016-17 Salary Range: \$90,610 - \$100,040

Benefits include:

- Generous monthly insurance allowance
- District-paid employee life insurance
- District-paid PERS pick up
- District-provided 4% annuity
- Travel, cell phone, and service club dues monthly allowances
- Comprehensive tuition reimbursement program

The Hermiston School District is an Equal Opportunity Employer