OREGON SCHOOL BOARDS ASSOCIATION

Executive Search Services

NOTICE OF VACANCY OPPORTUNITY
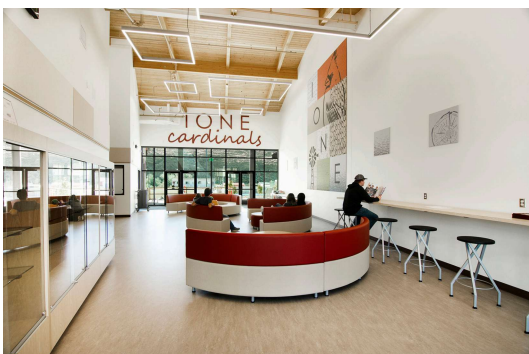
Invites applications for the position of Superintendent/Principal

The **Ione School District Board of Directors** is seeking a proven and consistent decision-maker who leads with confidence, transparency and integrity to serve as superintendent and principal beginning July 1, 2026. The right candidate has strong organizational skills and will be a stabilizing force while always putting students' needs first. The next instructional leader will model strong core values while being visible and approachable in the school and community to strengthen relationships and build trust.

Location: Ione, Oregon | **Enrollment:** 136 students
Salary: $110,000 - $140,000, plus benefits that include a three-bedroom house near the school

Closing Date: Feb. 9, 2026 | Start Date: July 1, 2026

The successful candidate must **hold or qualify for an Oregon administrator license**.

OUT-OF-STATE CANDIDATES

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

The successful candidate will also have the following personal and professional qualities:

- Leads with uncompromising integrity and honesty; models ethical leadership; upholds strong core values; and treats all individuals with dignity, respect, and fairness.
- Proven ability to make difficult decisions and confidently provides transparent reasoning in ways that are easy for all audiences to understand; provides steady, consistent leadership even in controversy.
- Puts students first and ensures every learner has access to high-quality instruction, meaningful opportunities, and the support they need to thrive.
- Communicates clearly, openly, and proactively; listens deeply; and ensures families, staff, the board and community receive timely and accurate information.

- Builds and sustains a safe, positive, and respectful learning and working environment; establishes clear expectations, fosters collaborative relationships, and ensures consistent accountability for students, staff, and administrators.
- Strengthens partnerships with families, local businesses, and community organizations to expand student opportunities and deepen district pride.
- Brings strong organizational skills, efficient systems thinking, and a solid understanding of Oregon school finance; ensures transparent and responsible budgeting.
- Shows commitment to small, rural communities and is prepared to invest long-term in one's students, families, and staff.

- Highly visible and approachable in schools and the broader community; builds authentic, trusting relationships with students, staff, families, and partners.

- A knowledgeable instructional leader who understands teaching and learning, supports effective classroom practice, and raises academic expectations for all students.

The School District

Ione School District serves approximately 136 students in one prekindergarten-12 school. The district has 18 licensed employees, 12 classified employees, one confidential employee and one administrator and is considering adding a principal.

Ione School District has a general fund budget of about $4.7 million and passed a bond in 2021 for $20.3 million to increase space and upgrade facilities. The district boasts AVID, competitive 2A sports, strong career and technical education programs, dual-credit classes, and state-of-the-art technology integration.

To learn more about Ione School District, visit the [Ione School District website](#)

Photo Gallery

House

New Track

Kitchen

Backyard

The Community

Ione, Oregon, a town of a little more than 300 people in Morrow County, sits among rolling hills and rich agricultural and grazing lands not far from the Oregon Trail route. The community is proud of its schools and lies within easy reach of the outdoor recreation-rich Columbia River and the Blue Mountains.

For more information about the area visit:

City of Ione website

Feb. 9, 2026
Close Applications

- **Feb. 10-16 (TBD)**
  Review applications
- **Feb. 18-25 (TBD)**
  Begin background checks
- **Feb. 26-March 3 (TBD)**
  Conduct initial interviews
- **March 13-17 (TBD)**
  Finalist forum in district
- **April 21**
  Announce selection

July 1, 2026
Begin employment

Application Requirements

- Completed application form
- Current resume
- Cover letter of interest
- 3-5 current letters of reference
- Copy of administrator license or proof of eligibility to obtain
- A statement about how you meet the qualities and qualifications set by the Board (in narrative form, no longer than 500 words)

Equal Opportunity Employer

The **Ione School District** provides equal opportunities in employment and does not discriminate based on race, religion, color, national origin, sex, sexual orientation, age, marital status, veteran status, genetic information, or disability, following 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 Vince Adams at 1-800-578-6722.

How to submit an application

Application packets are submitted at the link below.
All applicants will submit a candidate profile (completed when you create your Revelus account) and a completed application, as well as upload the other application material documents to the application portal.

The application packet must be submitted by 5 p.m. Pacific Time on Feb. 9, 2026.

Click here to submit your Ione School District Superintendent/Principal Application

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For more information regarding the position and the application process, contact:

Reggie Glenn, OSBA Board Development administrative analyst

rglenn@osba.org | 971-458-3578 | 800.588.2800

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