



Rogue River School District #35 is seeking applications for the position of:

Superintendent

NOTICE OF VACANCY

The School Board for Rogue River School District 35 in Rogue River, Oregon, is searching for an education leader to serve as Superintendent. The Board desires to have the successful candidate assume responsibilities of the position by July 1, 2026. The successful candidate should have proven leadership in the areas of fiscal management, employee relations, and curriculum with a passion for the mission of a K-12 school district in a small community. For application information and materials visit: <http://www.rogueriver.k12.or.us>.

Posting Date: December 10, 2025 **Closing Date:** January 8, 2026

District Profile:

Rogue River School District serves the communities of Rogue River and Wimer in southwestern Oregon. The district's total enrollment is approximately 805 students and includes:

- Rogue River Elementary School (K–6)
- Rogue River Jr./Sr. High School (7–12)
- South Valley Academy Online/In person Hybrid (grades 3–12)
- One district-sponsored charter school

The district is located along the I-5 corridor in the City of Rogue River, approximately 18 miles from Medford and within easy access to larger regional amenities. The city of Rogue River has a population of 2,337, while Wimer is an unincorporated community located about 8 miles north of town. The district serves a primarily rural population, with roughly 8,250 registered voters residing within district boundaries.

Rogue River offers the close-knit relationships and community feel of a small Oregon town, while benefiting from the services, employment opportunities, and amenities of a larger urban area just 20 minutes away.

The district has demonstrated strong community support, successfully passing two capital bonds since 2017. These measures funded major facility upgrades, including:

- Construction of a 12,500-square-foot junior high wing
- Single-point entry and safety upgrades districtwide
- Significant plumbing, electrical, and infrastructure modernization projects

Rogue River School District currently employs 109 staff, including 50 licensed teachers, 46 classified staff, and 13 administrative/confidential employees.

Rogue River School District is committed to continuous improvement, and recent accomplishments reflect this work:

- Rogue River Elementary achieved significant academic gains last year under the leadership of its current principal. This improvement trend continues into the current school year, supported by strengthened instructional systems and data-driven practices.
- Rogue River Jr./Sr. High School is home to a state-recognized FFA program that consistently earns top honors. Students regularly win state championships and advance to national FFA competitions, making it a signature program and point of pride for the district.
- In 2024, the district opened a new 5,000-square-foot Early Learning Center on the elementary campus. This facility houses both a student-based health clinic and Head Start programs, dramatically expanding early childhood access and wraparound services for local families.

These investments — in academic systems, student programs, and early learning — reflect the district's ongoing commitment to student success, community partnership, and long-term stability.

Top Priorities:

The district is seeking a superintendent who can foster a positive, student-centered culture across all schools by strengthening relationships, improving staff cohesion, and ensuring a supportive, collaborative environment for teaching and learning. Continued improvement in districtwide academic achievement is a top priority, and the next superintendent will help build on recent gains by supporting consistent instructional systems, strengthening professional learning, and maintaining high expectations for student success at every grade level.

With enrollment softening in the early grades, the district seeks a leader who can enhance Rogue River Elementary's reputation, rebuild community confidence, and make it a first-choice option for local families. This includes ensuring a welcoming school climate, demonstrating strong instructional leadership, and engaging families through visible, responsive communication that strengthens trust and connection with the district.

The district is seeking a superintendent who can provide strong fiscal leadership during a period of projected statewide and federal funding constraints. The successful candidate will be able to make thoughtful, sometimes difficult decisions about staffing and resource allocation while maintaining a clear focus on student success. This includes aligning district priorities with available resources, protecting core instructional programs, and planning proactively to navigate anticipated fiscal headwinds at both the state and federal levels.

Qualifications:

The ideal superintendent candidate for Rogue River School District is a student-centered, inspirational, and visionary leader who advances all students and consistently prioritizes their best interests while balancing the needs of staff and the district.

- **Student-Centered Focus:** Prioritizes the best interests and success of all students and ensures they have the resources needed to thrive.
- **High Integrity and Ethical Standards:** Demonstrates exceptional honesty, strong core values, and professionalism, leading with humility and fostering mutual trust.
- **Inspirational and Visionary Leadership:** Is an inspirational, empowering, and visionary leader who can

set clear goals for academic achievement and student growth.

- **Instructional Expertise:** Serves as a strong instructional leader who applies evidence-based practices and supports innovative approaches to meet diverse student needs.
- **Strategic and Data-Driven Decisions:** Makes firm, ethical, and transparent decisions grounded in professional judgment, the best available data, and creative problem-solving.
- **Strong Financial and Operational Acumen:** Possesses a proven record of sound fiscal stewardship and strong financial management skills to ensure operational efficiency and support instructional goals.
- **Relatable Lived Experience:** Has advanced through multiple educational roles (e.g., teacher → building leader → district leader) to bring credibility and relatability to staff at all levels.
- **Relationship and Trust Builder:** Is a visible, accessible, and approachable presence who builds strong relationships with staff, the board, and the wider community, encouraging open communication.
- **Consistency and Resolve:** Demonstrates the ability to take a stand on tough issues, deal with adversity, and make hard decisions with fairness, common sense, and calm consistency.
- **Community Context and Balance:** Understands the dynamics of rural communities and makes decisions that reflect local priorities, values, and relationships. Balances careful listening with the ability to move the district forward in a respectful, community-grounded way.
- **Creative Problem Solver:** Is an innovative and solution-focused leader who thinks "outside the box" to address challenges.

Required Questions:

Statement of Leadership Style (1 page)

Statement of Educational Philosophy (1 page)

The candidates must have:

1. Current Oregon Administrative License, or be eligible for the Oregon Reciprocal License, with an authorization for all levels, a superintendent's endorsement or a transitional superintendent license
2. Successful experience as a teacher, principal, and educational leader with preference for district level leadership;

Salary: \$175,000–\$185,000 (PERS paid by the district); 4% 403(b) match; medical and insurance benefits aligned with the certified contract; additional compensation negotiable. The position is a 225-day contract and includes 8 paid holidays and 2 personal days annually.

Search Timeline:

- Closing date for applications: January 8, 2026
- Board of Education selects candidates for interview: January 20, 2026
- Finalist Interviews: January 30-31, 2026
- Selection of new Superintendent: February 6, 2026
- Start date: July 1, 2026

The following credential information must be in the personnel office in order to have your application considered:

- Completed Application Form
- Current Resume
- Copy of Oregon Superintendent License or eligibility to obtain one
- Statement of Leadership Style (1 page)
- Statement of Educational Philosophy (1 page)
- References and Recommendations (3-5 preferred)
- Other information demonstrating success as an education leader

The Rogue River School District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. Inquiries about Title IX may be referred to the Rogue River School District Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.