



presents an invitation to apply
for the position of
SUPERINTENDENT
K-4 Principal
Joseph School District
Joseph, Oregon



Vision Statement: *At Joseph School District, walk through our doors and instantly feel a sense of belonging. Experience an environment that challenges and inspires growth. Leave with the confidence and readiness to thrive in a complex world.*

Mission Statement: *In partnership with families and the community, we empower students to achieve their fullest potential through high-quality education that fosters growth in all aspects of life, building lifelong learners and responsible citizens.*



The Joseph Community...

Joseph, Oregon, population 1,175, is located in Wallowa County, in the far northeastern corner of the state, nestled in the Wallowa Mountains. The Wallowa Lake Highway (Hwy 82) originates in La Grande, Oregon and dead-ends at the trailhead about a mile south of Wallowa Lake. Joseph is about 7 miles before the end of that 70 mile-long road.

Joseph is a charming small mountain town known as the "Little Switzerland of America", famous for its vibrant arts scene (especially bronze sculptures), stunning natural beauty (Wallowa Mountains, Wallowa Lake), and rich Nez Perce history, serving as a gateway to outdoor recreation in Eagle Cap

Wilderness and Hells Canyon. It offers a unique blend of small-town living with tourist amenities like galleries, unique shops, breweries, and restaurants, attracting both long-time residents and visitors seeking a peaceful, artistic, and adventurous escape.

The community is home to an eclectic mix of people – true cowboys mix with world-class artists to create an atmosphere that's both traditional and progressive. This unusual fusion accents the uniqueness of each while complementing both. Everywhere you'll find warm and friendly people. Locals talk, wave and are generally neighborly with anyone they see.

For more information about the community visit:

www.wallowacountychamber.com



The Joseph, Oregon School District...

The Joseph School District's enrollment is approximately 260 students K-12. The district has two school buildings, Joseph Charter School and Imnaha Bridge School. Joseph Charter School is a K-12 facility that serves most of the district's students. Imnaha Bridge School is located in Imnaha, Oregon, about 30 miles from the community of Joseph, and currently serves 6 students K-8. Joseph boasts very high graduation rates, low teacher-student ratios, and a caring and committed staff.

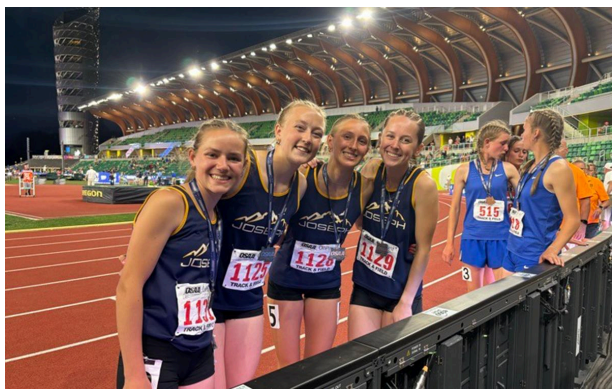
The Joseph School District is proudly focused on personalized learning, community involvement, and vocational readiness, aiming for academic excellence through diverse methods like service learning and arts appreciation within the picturesque Wallowa Mountains.

The district recently completed a comprehensive strategic planning process for 2024-2029. This needs-based strategic plan was shaped through the collective efforts of a broad and diverse group. Participants included students, staff, administration, parents, grandparents, and representatives from key areas of the community: healthcare, city government, local businesses, nonprofit organizations, and education.

The Joseph School District is currently guided by a superintendent/K-4 principal and a 5-12 principal. The district is supported by the Wallowa Education Service District.

For more information about the Joseph School District visit:

www.josephcharter.org



District Strengths

- Close-knit community where school is the center of town life --- and families, community members, and businesses actively support school programs, activities, and events
- Strong and comprehensive academic programs including a variety of Career Technical Education courses, Dual Credit opportunities, K-12 Art & Music
- Family-centered, positive school culture for students, parents, and staff
- Dedicated and cohesive staff
- Social Emotional Learning support for all students
- Low student-teacher ratio
- History of fiscal responsibility and careful stewardship of resources

Growth Opportunities

- Maintain the strong relationship between the school district, families, and community
- Continue efforts to create an educational environment that promotes learning, achievement, and increased attendance, while connecting learning to real and meaningful applications and careers outside of the school environment
- Maintain and refine a comprehensive internal and external communication system to effectively share important information with parents, students, staff, community members, businesses, the board, and professional partners
- Fostering a culture of continuous improvement for educators at all stages of their careers
- Navigate potential upcoming State of Oregon budget challenges and maintain comprehensive academic programs



Professional Qualifications

- Valid Oregon State Superintendent Certificate (preferred, not required)
- Prior experience in teaching and administration (preferred, not required)
- Knowledge of curriculum, instruction, CTE, special education, and student supports
- Demonstrated leadership, preferably in small, rural schools
- Proven experience managing and understanding school finance, budgets, and human resources
- Broad understanding of district operations (maintenance, transportation, food service, athletics/extra-curricular programs)

Personal Characteristics

- Possesses high standards of professionalism, honesty, integrity, and accountability
- A proven team builder of staff and students focused on maintaining and enhancing a positive culture in the school district
- Listens attentively, communicates clearly, and builds trust
- The superintendent/principal is expected to live in or near the district
- Willingness to wear many hats in a small district setting
- Knowledgeable and visible throughout the district and community
- Thoughtful, composed, and emotionally grounded
- Compassionate and caring while able to make tough decisions when needed



- Collaborative and team-oriented, values shared decision-making

Board of Directors

Doug Hellinger, **Chair**
Jeanie Story
Tim Bombaci
Marsha Moore
Tyler Smith

Compensation

The School Board will negotiate a contract commensurate to other Rural Eastern Oregon School Districts of similar size, with a salary range of \$120,000 – \$145,000 depending on experience and training.

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Joseph application form (request from Jon Peterson)
- A current resume
- Three to five letters of recommendation from current position and recent positions
- A written statement explaining how you plan to address each of the growth opportunities noted in the vacancy announcement.

Send an electronic copy of all application materials to:
Jon Peterson, Consultant: jonapeterson57@gmail.com
Joel Aune, Consultant/President: gunderaune@gmail.com
Tom Rockefeller, Consultant/COO: rockefeller.tom34@gmail.com
and trockefeller@superintendentsearch.com

Applications received by March 20, 2026 will receive first consideration
The District retains the right to accept applications until a superintendent is selected

Application materials will become property of NWLA and the district, and will not be returned to the applicant
Please do not contact the school district directly regarding the selection process for this position.
All inquiries, including those from applicants with disabilities who need help in completing application materials, should be made to the following NWLA Associates
Joel Aune | Email: gunderaune@gmail.com

Northwest Leadership Associates | gunderaune@gmail.com gunderaune@superintendentsearch.com | Richland, WA 99352 US

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