



Director of Clinical Practices and Licensure

Recruitment #: S2556
Review Date: Immediate Review | Open until filled
Department: College of Education
Salary Rate: \$75,143 - \$88,403 (at 1.0 FTE; actual pay will be 0.49 of this)

About Western Oregon University:

Western Oregon University is a regional public, mid-sized university – committed to changing lives, strengthening communities and transforming our world. Located in Monmouth, the heart of Oregon's lush Willamette Valley, WOU is about 20 minutes from Salem, the state's capital and about 75 minutes from Portland, the state's cultural hub.

Western is one of Oregon's oldest public institutions of higher education and was incorporated into the state system as a teacher training institution in 1882. The university offers undergraduate and graduate degrees in arts and sciences, education and professional areas. It's known for small class sizes, a focus on sustainability and a diverse liberal arts education in a student-centered environment. Western is a Hispanic Serving institution, with over 40% of undergraduates being students of color.

Position Summary:

This is an exciting opportunity to join a vibrant leadership team in the College of Education at Western Oregon University (WOU). The Director of Clinical Practices and Licensure (CPL) will collaborate, listen, and lead this critically important part of WOU's educator preparation work which is focused on all aspects of the student clinical experience.

In collaboration with the entire COE educator preparation team and our external partners, the Director of CPL leads the work to support high quality and successful student experiences during the final phases of clinical preparation. This position works closely with external partners (e.g., districts/ESDs, site administrators, mentor teachers), as well as internal partners (e.g., WOU faculty, university supervisors, staff) to ensure high quality student support and achievement as well as excellence in program administration. This position requires strong skills in organization, collaboration, relationality, communication, personnel management, and program administration.

The Director of CPL ensures high quality student experiences through partnering closely with internal and external constituents; leading with responsiveness, student-centeredness, and listening; and demonstrating an orientation to the work that advances Diversity, Equity, Inclusion, and Belonging for all involved. The position requires a willingness to learn and stay current on Oregon licensure rules, including collaborating to ensure these rules are reflected in curricula, program structure, and practice. This position also serves as the primary responder to inquiries from within the university and the community regarding this area of responsibility.

This position is a part-time, 12-month staff position. However, we also welcome applications from existing full-time faculty members, who would receive 12 workload units (WLUs) towards their instructional workload during the regular academic year and 6 WLUs during summer term for their work in this position.

[Click here](#) for the complete position description which includes knowledge areas and preferred qualifications.

Required Qualifications: Please ensure your application materials clearly demonstrate how you meet the following:

- Master's degree and three (3) or more years of experience in administrative or teacher leadership in K–12 districts or schools, **OR** a Doctoral degree or equivalent (Ph.D., J.D., Ed.D., or other terminal degree)
- Possession of an Oregon teaching license, or an equivalent license in Washington or California
- Three (3) or more years of leadership experience in K–12 or post-secondary educational institutions or organizations, with a preference for roles that involved educator development or leadership in K–12 settings
- Successful experience in K–12 teaching
- Evidence of leadership skills that support team development through listening, discernment, and collaboration, resulting in growth in others and/or in programs
- Demonstrated ability to support educators and make a substantive impact during challenging situations
- Evidence of strong interpersonal skills and the ability to contribute to a collaborative, transparent, and equitable work culture
- Proven record of supporting students, including demonstrated, meaningful systemic changes resulting from this work
- A professional record that reflects a meaningful commitment to—and specific accomplishments in—social justice, equity, and inclusive practices
- Superior attention to detail and strong communication skills, with clarity in both written and oral presentation
- Knowledge of current best practices in educator preparation

How to Apply: Please upload the following required materials within the application portal.

Applications missing any of the required documents will not move forward for consideration. Please include only the materials listed below:

1. WOU Employment Application form [available here](#) - unclassified/faculty
2. Cover Letter that outlines your qualifications and how they align with the position
3. Resume/CV
4. Unofficial transcripts for your highest degree earned
5. Complete and submit the Reference Check form, [available here](#) along with your application

Background/Education Check:

A criminal background check will be completed as a condition of employment. Education checks are processed for positions requiring a formal degree as a minimum requirement.

Equal Employment Opportunity:

Western Oregon University is an equal opportunity employer. We do not discriminate based on race, color, national origin, gender, gender identity, sexual orientation, age, disability, religion, veteran status, or any other characteristic protected by law. We embrace our differences, and know that our diverse team is a strength that drives our success.

Accommodation Requests:

Western Oregon University is committed to developing a barrier-free recruitment process and work environment. If you would like to request disability-related accommodation(s) to participate in a WOU activity or

event, please complete the [online request form](#) at least three (3) business days in advance. If you have questions, contact Desiree Noah at noahd@wou.edu.

Veterans Preference

Applicants are eligible to use Veterans' Preference when applying with Western Oregon University in accordance with ORS 408.225, 408.230 and 408.235; and OAR 105-040-0010 and 105-040-0015. Preference will be given only if the applicant meets the minimum criteria of the position and electronically attach the required documentation at the time of application. For information regarding Veterans' Preference qualifications, visit <http://www.oregonjobs.org/DAS/STJOBS/vetpoints.shtml>

To stay informed about the progress of this search, we invite and encourage you to explore our career page at wou.edu/hr/employment/jobs/. Unfortunately, due to the volume, it is challenging for us to offer individual updates on the status of each application, and for that, we sincerely regret any inconvenience. We thank you for your patience and interest in employment at Western Oregon University.