



Director of Clinical Practices and Licensure

Recruitment #:	S2629
Review Date:	Open Open until filled
Division:	Division of Education and Leadership
Salary Rate:	\$75,000 - \$84,000
Location:	On campus, In person position

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 help guide one of the most meaningful parts of WOU's educator preparation work: the student clinical experience from start to finish.

Working in close partnership with faculty, university supervisors, staff, and external partners, the Director of CPL ensures that students' clinical experiences are well-supported, well-coordinated, and thoughtfully aligned with the licensure programs offered through WOU. The role centers on directing the clinical side of educator preparation, from placements and field experiences to practicum and student teaching, in ways that complement and support the licensure pathways faculty lead. It is a role grounded in shared purpose and collaborative problem-solving.

In practice, the Director supports students across all phases of clinical preparation, from early pre-program observations and course-embedded fieldwork to final practicum and student teaching placements. The role involves close collaboration with external partners (districts, ESDs, site administrators, and mentor teachers) and internal partners (WOU faculty, university supervisors, and staff) to ensure strong student support, meaningful school-based learning, and excellence in program administration. The Director oversees more than 800 placements each year across school districts and specialized school settings, supported by a dedicated team and established systems that make the scope manageable and the work rewarding.

Above all, the Director of CPL leads with responsiveness, student-centeredness, and a genuine commitment to listening. The role calls for someone who brings an orientation toward Diversity, Equity, Inclusion, and Belonging into every conversation and decision, and who finds energy in building the kinds of partnerships that help future educators thrive.

WOU is not currently considering candidates who require Visa sponsorship support. Additionally, the University typically only considers visa support for employees placed in specialized positions that are continuing regular University appointments.

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

Required Qualifications:

- Master's degree in Education, Educational Leadership, or related field; if highest degree is a master's, 3+ years of related administrative/leadership experience required

- Valid Oregon Administrative or Teaching License, or equivalent OR/WA/CA teaching license (current or expired within 5 years)
- 3+ years of full-time leadership experience supervising educators, curriculum, or student success initiatives
- 3+ years of K–12 classroom teaching experience
- Demonstrated success leading teams/programs through growth or change with measurable outcomes
- Demonstrated experience conducting educator evaluations, including scope and methods used
- Demonstrated success of improving student support systems and institutional processes
- Demonstrated commitment to equity focused work advancing inclusion and belonging
- Strong organizational skills and ability to communicate effectively with diverse audiences
- Proficiency with Excel/Google Sheets, databases, and Microsoft Office/Google Workspace tools

Preferred Qualifications:

- Doctoral degree or equivalent (Ph.D., J.D., Ed.D.).
- Record of experience with leadership in work involving educator preparation or development
- Demonstrated expertise in teacher performance assessments (e.g., edTPA), including administration and training evaluators on objective, best-practice scoring methodologies
- Experience working with higher education Student Information Systems (e.g., Banner) for grading and registration tracking as well as Canvas to support both faculty and student learning
- Record of experience with Oregon licensure requirements
- Familiarity with assessment and accreditation
- Bilingual in English and Spanish

How to Apply:

Please upload the following required materials with your application. Incomplete applications or applications missing required documents will not be considered. Please include only the materials listed below. Questions may be directed to employment@wou.edu

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 highest degree earned and official teaching license required at time of application.
5. Contact information (name, title, organization, phone number, email address, and professional relationship) for three current professional references who can speak to your professional experience.

Background/Education Check:

Employment is contingent upon successful completion of a criminal background check, and all required pre-employment screenings.

Benefits:

Western Oregon University offers an excellent benefits package for eligible employees which includes 95% premium paid healthcare, a generous retirement and vacation package, and reduced tuition rates for employee, spouse or dependent at any of the Oregon Public Universities.

<http://www.wou.edu/hr/benefits/>

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.