

presents an invitation to apply for the position of
SUPERINTENDENT
La Conner School District
La Conner, WA



ABOUT THE POSITION

The Board of Directors of the La Conner School District seeks highly qualified applicants for the position of superintendent.

The district is replacing Dr. Tim Bruce, who served as the La Conner Superintendent for 26 years and has recently taken another position in higher education. Peg Seeling is currently supporting the district as Interim Superintendent.

This position is open until filled; to receive full consideration, please apply by January 23, 2017.

Mark Venn
Wayne Robertson
Northwest Leadership Associates



ABOUT THE DISTRICT

Enrollment: 560 students
Schools: La Conner High School
La Conner Middle School
La Conner Elementary School
Susan Wilbur Early Ed Ctr - La Conner Community Preschool
Teaching Staff: 48
Support Staff: 45

The Mission of the La Conner School District

Prepare all students with knowledge, skills and attitudes to be life-long learners and active members of the local and global community.

In addition to a strong basic education core curriculum, the district is known for innovative and creative programs designed to meet the unique learning needs of each child. The district has a strong commitment to early learning, a challenging academic program and a vigorous co-curriculum, where all students can find success to their full potential. The district leadership team is creative, caring and thoughtful as they work with the staff and community to develop and provide unique programs and services.

The La Conner Community and the Swinomish Tribal Community provide strong support and take great pride in the success of the district's schools, students and employees. The district offers a full range of co-curricular activities, characterized by 60% student participation. High School students participate in the Northwest Career and Technical Academy locations in Mount Vernon and Anacortes, and may attend Skagit Valley College as Running Start Students. La Conner students and staff are benefiting from an innovative project, Science in Swinomish, through a strong partnership with Western Washington University, Woodring College of Education.



SWINOMISH TRIBE PARTNERSHIP/COLLABORATION

The Swinomish Education Department works collaboratively in partnerships with the La Conner school, district, other tribal departments, parents/guardians, and students. These partnerships ensure that native students receive every educational opportunity offered to them.

The comprehensive Swinomish Education Department supports the educational needs of the community in many different areas including the following:

- **Toddler and Preschool** programs provide a safe and nurturing environment with learning incorporated into play.
- **Para-pros Support and Advocacy** supports thirteen highly qualified and educated tribal Para-pros, who support and advocate for native students in the La Conner School District.
- **The Swinomish Tribe in collaboration with Northwest Indian College** employs a GED instructor.
- **Swinomish Scholarships** are provided to tribal members to help them attain higher level education degrees and certifications.
- **An Attendance Officer** supports students and families with better attendance at school.

BOARD OF DIRECTORS

John Thulen, President
Janie Beasley
Lynnette Cram
Brad Smith
Kate Szurek

COMPENSATION

The School Board will negotiate a multi-year contract with the neighboring school districts.



APPLICATION PROCEDURES

For full consideration, please submit the following materials by **January 23, 2017**. The district retains the right to accept applications until the position is filled.

- A formal letter of application.
- A completed application form (requested from Mark Venn)
- A current resume.
- Three to five letters of recommendation.
- A written statement explaining how you plan to address each of the leadership opportunities and challenges noted in this vacancy announcement.

Send a hard copy **AND** electronic copy of all application materials to the following:

Mark Venn, Consultant
Northwest Leadership Associates
PO Box 277
Clear Lake WA 98235
markjvenn@gmail.com

Questions and/or requests for application materials can be made to:
Mark Venn: markjvenn@gmail.com
or (360) 770-2182
Dr. Wayne Robertson:
wrobertson17@outlook.com
or (425) 238-5358

For additional information about the district, visit www.lcsd.wednet.edu

ABOUT THE COMMUNITY

Situated on the delta near the mouth of the Skagit River in Western Washington, La Conner was founded in the early 1860's and is Skagit County's oldest community.

Today, La Conner is a balance of people who work and live here, including the Swinomish Tribal Community, Shelter Bay residents from across the channel, fishermen, farmers, artists, and

carpenters - a diverse mix of cultures and educational backgrounds. La Conner is described as a place to relax and browse through interesting shops and art galleries, watch the waterfront or enjoy fine restaurants, inns and bed & breakfasts. The area is famous for its natural beauty and wildlife which affords great opportunities for bird watching. Skagit Valley is



wintering grounds for swans, Canadian geese and other waterfowl. The fertile farmlands continue to produce food and seed crops and, of course, the annual Tulip Festival, which is celebrated around the world.

La Conner is on the National Registry of Historic Places. The community values its history and heritage. La Conner is an exciting place to work, learn, live and visit.



CHALLENGES AND OPPORTUNITIES

The Board has identified the following leadership challenges and opportunities for the position:

- Maintain and enhance the innovative student focused programs and priorities established by the school board, staff and community.
- Be highly visible in the schools and community in support of strong, positive community engagement and relationships.
- Lead with a positive, open style emphasizing clear communication, genuine listening and consistent follow through with all stakeholders.
- Be a unifying leader in the greater community by listening to all voices and including all perspectives in decision making.
- Be a steward of the district's and community's financial, human and physical resources.

DESIRED SKILLS AND QUALIFICATIONS

The Board seeks candidates with desired skills and qualifications:

- Exceptional communication skills with the ability to create and enhance support from staff and all groups and members of the community.
- An experienced educational leader, preferably with experience as a classroom teacher and building level administrator.
- A strong academic focus with a thorough understanding of child development, diversity, cultural competency and effective teaching strategies.
- The ability to engage the community in support of a clearly

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articulated, long term vision for the district and foster a strong inclusive climate.

- Sound fiscal management skills, including knowledge of and experience with federal and state categorical funding.
- A willingness to be an active part of the La Conner and Skagit County community.