

presents an invitation to apply for the position of
SUPERINTENDENT
Clarkston School District
Clarkston, Washington

THE POSITION

The Board of Directors of the Clarkston School District seeks qualified applicants for the position of superintendent to replace Tim Winter who will become superintendent of the South Kitsap School District on July 1, 2019, after five successful years in Clarkston.

This position will be opened until filled. For full consideration, please apply by April 29, 2019.

*Dr. Jim Howard and
Dr. Dennis Ray
Northwest Leadership Associates*



COMPENSATION

The School Board will negotiate a multi-year contract with the salary commensurate with school

About the District

- Attendance: 2,600 students
- Schools:
 - Four grades K-6 elementary schools
 - One grades 7-8 middle school
 - One grades 9-12 high school
 - One alternative school

With a 32 million dollar budget, Clarkston School District offers a full spectrum of educational opportunities. Clarkston High School boasts state and national award-winning programs in DECA, FCCLA, FFA, JROTC, marching band, and science. The Educational Opportunity Center offers an alternative to the traditional program while a K-12 comprehensive counseling program cooperates with community services to ensure that the many and varied needs of students are addressed. Clarkston High School has been recognized numerous times by the state as a School of Distinction for academic growth.

In February 2018, voters passed a four-year School Programs and Operations levy to support district schools.

For more information, see the district's website:
<http://www.csdk12.org>

About the Community

Clarkston is located in southeastern Washington at the confluence of the Snake and Clearwater rivers, 110 miles south of Spokane. It shares a valley with Lewiston, Idaho, the commercial center for the surrounding agricultural area. Known as the Banana Belt because of its mild winters, the Valley offers endless recreational activities including hunting, steelhead fishing, camping, boating, and year-round golfing. Ski areas are nearby. Hells Canyon, white water rafting, and wilderness areas draw tourists to the area.

districts of similar size in Washington.



THE BOARD

Dennis Lentz
President

Megan Pierce
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Russ Davis

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The Valley combines the advantages of small town living with the amenities of an urban area. While enjoying less traffic, a lower cost of living, and access to open spaces, residents can take advantage of cultural events and educational opportunities available at the four colleges in the region. St. Joseph's Regional Medical Center and Tri-State Memorial Hospital provide excellent health care. Local shopping options are plentiful.

The community supports its schools with volunteers and fund raising activities. Many local businesses partner with a school and parent groups to actively support activities and to enhance programs.

Challenges and Opportunities

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

- Inspire staff and community trust in the school district and maintain team spirit among the employees through collaborative leadership and open communication.
- Lead a comprehensive facility and technology review that engages staff and provides the foundation for a successful bond issue.
- Be visible and actively engaged in the community and all school activities.
- Continue to establish a budget that meets the district's educational goals, ensures accountability to the community, and provides an appropriate fund balance for the district.
- Continue the implementation of Washington State and Federal school reform initiatives and ensure the continued academic improvement of all students in a safe and caring environment.
- Continue implementation of district-wide focus on social-emotional learning and staff/student wellness as a means of improving student, staff and district success

Qualities and Qualifications

The Board is seeking candidates with the following qualities and qualifications:

- Be self directed and able to set specific goals.
- Possess excellent management, fiscal, and organizational skills.
- Be outgoing and eager to meet with the public.
- Exhibit excellent communication skills that foster

positive public relations and trust in the district.

- Exemplify high standards of professionalism, sincerity, honesty, integrity, and accountability.
- Understand the concepts of school reform.
- Facilitate the improvement of student learning and staff development.
- Be decisive, yet collaborate with staff, community, and school board in strategy development and decision making.
- Be accessible and visible throughout the district and community.
- Actively participate in school district and community activities.
- Insist on high performance standards for employees and students.
- Inspire community support for our schools.
- Respect and value students and staff.
- Understand, embrace, and promote modern educational technology.
- Willingness to reside in and be an active part of the district.

Application Procedures and Timeline

For full consideration, please submit the following material by **April 29, 2019**. The district retains the right to accept applications until the position is filled.

A completed application should include:

- A formal letter of application
- A completed application form available from Dennis Ray at dennisray@superintendentsearch.com
- A current résumé
- Five to seven letters of recommendation
- A written statement explaining how you plan to address each of the leadership opportunities identified in this vacancy announcement.

Submit all application materials to:

Dr. Dennis Ray
Northwest Leadership Associates
dennisray@superintendentsearch.com

Questions and/or requests for application material can be made via the email address above or by phone at (509) 979-5561.