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presents an invitation to apply  
for the position of  
**SUPERINTENDENT**  
Mount Vernon School District  
Mount Vernon, WA  
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The Board of Directors of the Mount Vernon School District seeks highly qualified applicants for the position of superintendent.

The district is replacing Dr. Carl Bruner, who has served as the Mount Vernon Superintendent since 2004 and will be retiring at the end of the current school year.

**This position is open until filled. To receive full consideration, apply by February 14, 2020.**



## CHALLENGES AND OPPORTUNITIES

- Continue the district's focus on equity and social justice, professional learning, and supports for all staff
- Support a unified, collaborative and distributive leadership team that, in turn, will develop comprehensive systems to support success for the district's schools, staff, and students
- Retain and enhance the district's strong and increasingly diverse staff at all levels through the recruitment and vetting of outstanding new employees
- Facilitate the articulation of a clear and inspiring educational vision for the district that can be shared and supported by all stakeholders
- Maintain and enhance the many areas of academic excellence within the district
- Support completion of facilities projects and plan for future capital needs

## PROFESSIONAL QUALIFICATIONS

- A passion for equity and social justice that promotes the educational success for all students in a growing, changing, and diverse community
- Excellent communication skills including the ability and willingness to listen intently to diverse perspectives
- Successful leadership experience in a diverse community and leadership skills required to develop and advance a shared vision for excellence that can be supported by all
- Ability to build trust at all levels through an open, authentic, and transparent leadership style
- A people-oriented individual with unquestioned humility, honesty, and integrity
- A creative and innovative mind that anticipates the future, with the ability to help others accept change

- Promote ongoing financial stability and efficient use of resources in support of student success

- Be a highly visible leader in the schools and community in support of strong, positive community engagement and relationships

## THE DISTRICT

Located in the seat of Skagit County, 60 miles north of Seattle, the Mount Vernon School District is a growing and diverse district that serves close to 7,000 students. Six elementary schools provide educational programs for students through grade 5. Two middle schools serve students in Grades 6-8.

Mount Vernon High School, home of the Bulldogs, houses students in Grades 9-12. Mount Vernon High School is a sophisticated blend of historical and modern buildings that house excellent and diverse educators, course offerings and students. Athletes from all over the state travel here to compete and showcase their talent in the legendary Mount Vernon High School gym which has been ranked as one of the best gyms in Washington State.

A parent partnership program serves approximately 300 students. The district is the fiscal agent for the Northwest Career & Technical Academy, that serves students from Skagit and Whatcom Counties. With over 900 teachers, administrators and support staff, the district is the third largest employer in Skagit County.

The district is committed to success for all students and provides a wide range of high-quality instructional programs and extended learning opportunities. Academic instruction includes remedial and specially designed instruction for students with special needs, diverse enrichment programs for students, and advanced placement courses across a variety of subjects at the high school level. The schools also provide strong instrumental and vocal music programs.

The Mount Vernon School District has over 100 years of rich history and is the largest district in Skagit County.

### OUR VISION

To graduate inspired and critical thinkers who embrace diversity and are committed to the betterment of their own lives and the lives of others.

### OUR MISSION

To expect, encourage, and facilitate the pursuit of excellence and life-long learning in our students, equipping them for future success and happiness.

### OUR BELIEFS

1. Equity: The commitment to providing every student what they need to be successful.
2. A school climate that emphasizes student safety, health and well being, and respect for all members of the school community.
3. Professional collaboration that is focused on increasing performance at all levels of the district.
4. Open, timely, and reciprocal communication.
5. Responsible stewardship, ensuring the responsive and productive management of district resources.

## THE COMMUNITY

Mount Vernon is a historical agricultural community that has been able to maintain its small-town character in the midst of rapid growth and development. This quaint city is surrounded by the Cascade Mountains, the winding Skagit River, and the seasonally changing farmlands. In March and April visitors celebrate the vibrant daffodil and tulip fields. Mount Vernon is currently the largest city in beautiful Skagit County with a bustling old downtown, annual Tulip Festival, Skagit County Fair, the Skagit Valley Highland Games and Celtic Arts Festival, Skagit River Shakespeare Festival, historic Lincoln Theater, McIntyre Hall, and other family friendly experiences. Outdoor enthusiasts are sure to find many opportunities for adventure within the borders of Mount Vernon's foothills.

Mount Vernon is home to Skagit Valley College; a two-year community college that grants academic transfer degrees, technical degrees and certificates, and Bachelor of Applied Science programs.

Strong community support for our schools is a tradition in Mount Vernon. In 2016, the district successfully passed a \$106 million capital projects bond. Bond funds have already built a new elementary and replaced an outdated elementary school. Funds are also supporting the construction of a new shop building and improvements on the high school campus, as well as supporting additional classroom space at the high school and LaVenture Middle School.

Community members contribute to the success of our schools in many ways. District advisory committees and school site councils include parents and other community members in setting the direction for the district and our schools. In Mount Vernon, you can see powerful partnerships in action every day.

For more information about the district visit  
<http://www.mountvernonschools.org/>

## BOARD MEMBERS

Larry Otos - President/WIAA Representative

Rob Coffey - Vice-President

Wendy Ragusa - Legislative Representative

Jessica Samora

Olivia Deleon

## COMPENSATION

The School Board will negotiate a multi-year contract with the salary commensurate with similar Western Washington school districts.

## APPLICATION PROCEDURES

For full consideration, application materials are due February 14, 2020.

The district retains the right to accept applications until the position is filled.

A completed application packet should include the following:

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

Send a hard copy and electronic copy of all the application materials to the following address:

**Mark J. Venn, Consultant**  
**Northwest Leadership Associates**  
PO Box 277  
Clear Lake, WA 98235  
[markjvonn@gmail.com](mailto:markjvonn@gmail.com)

Questions and/or requests for application materials may be made to:

Mark J. Venn Email: [markjvonn@gmail.com](mailto:markjvonn@gmail.com) Phone: (360) 770-2182

Dr. Wayne Robertson Email: [wrobertson17@outlook.com](mailto:wrobertson17@outlook.com) Phone: (425) 238-5358