



presents an invitation to apply
for the position of

SUPERINTENDENT

Kennewick School District
Kennewick, WA

The Board of Directors of Kennewick School District
seeks outstanding applicants for the
position of superintendent.

Regionally competitive compensation & benefit
package

**This position is open until filled. To receive full
consideration, apply by January 10, 2025.**

Mission Statement

To provide a safe environment in which all students
reach their highest potential and graduate well
prepared for success in post-secondary education,
work and life.



OPPORTUNITIES AND CHALLENGES

- Maintain and build strong community partnerships with city government, law enforcement and community agencies/groups.
- Foster collaborative, unifying relations with and among Board members, community members, parents and staff.
- Support the district's established mission, vision, goals and strategic plan.
- Be visible and actively engaged in the community and in schools.
- Continue to build a highly collaborative district leadership team focused on supporting schools and staff.
- Ensure safe schools and classroom environments.

DESIRED PROFESSIONAL SKILLS AND QUALIFICATIONS

- Possesses high standards of professionalism, honesty, integrity and accountability.
- Builds positive public relations and trust through strong interpersonal skills and exceptional communication skills such as listening, writing and speaking.
- Demonstrates experience in maintaining and enhancing high standards and possesses a strong focus on high student academic achievement.
- Exhibits strong fiscal background including experience with levy and bond elections.
- Has success in working with labor unions and experience with interest-based problem solving and bargaining processes.



- Is a highly responsive, collaborative and decisive problem solver.
- Values diversity within the community and schools.
- Successful experience as a classroom teacher, school administrator, district administrator and superintendent is preferred.

THE DISTRICT

The Kennewick School District is a dynamic public school system - the largest in Mid-Columbia and all southeastern Washington.

More than 19,000 students are enrolled in our 33 schools and learning programs. The district experienced a trend of steady enrollment growth over the past 10 years; enrollment has leveled and is projected to be consistent in the years ahead.

We employ a staff of more than 3,500, including 1,320+ certificated and 1,180+ classified workers, with an annual budget of approximately \$320 million.

We're committed to safety, to student academic growth and achievement, and to ensuring all students are prepared to be successful in post-secondary education, work and life. We value our families as key partners their children's education, and we collaborate with our community to serve our students and families. Our top-tier staff is passionate and dedicated, and we strive to be innovative through use of technology and educational best practice.

For more information about the Kennewick School District visit:
www.ksd.org

THE COMMUNITY

We also benefit from a steadfast Kennewick community.

Our Kennewick citizens have a long history of supporting schools and funding measures; the current Educational Programs & Operations levy and Capital Technology levy are planned for renewal in 2026.

We're located in the Tri-Cities, Washington, a growing metropolitan area known for its 300 days of sunshine each year, abundant outdoor recreation opportunities, burgeoning arts and culture offerings, and its family-friendly lifestyle.

Kennewick is within about 3.5 hours of both Seattle and Portland.

For more information about Kennewick, Washington visit:
www.go2kennewick.com

BOARD OF DIRECTORS

Mr. Gabe Galbraith, President

Mr. Micah Valentine, Vice President

Ms. Brittany Gledhill, Legislative Representative

Mr. Mike Connors

Dr. Josh Miller

APPLICATION PROCEDURES

For full consideration, application materials are due January 10, 2025.

The Kennewick School District retains the right to accept applications until the position

is filled.

A completed application packet should include the following:

- A completed application form (request from Bill Jordan)
- A current resume
- Four to six 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 an electronic copy of all application materials to:

Bill Jordan, Consultant: bjordan@superintendentsearch.com
Tom Rockefeller, Consultant COO: trockefeller@superintendentsearch.com
Dennis Ray, CEO: dennisray@superintendentsearch.com

Application materials will become property of NWLA and will not be returned to the applicant.

Please do not contact the school district directly regarding the selection process for this position.

All inquiries, including those from applicants with disabilities who need help in completing application materials, should be made to the following NWLA Associates:

Bill Jordan | Phone: (509) 850-8069 | Email: wci.wwpi@gmail.com - bjordan6@gmail.com

Northwest Leadership Associates | dennisray@mac.com dennisray@superintendentsearch.com | Liberty Lake, WA 99019 US

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