



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



Working Collaboratively to Achieve Excellence for all Students

OPPORTUNITIES AND CHALLENGES

- Support the district's established mission, vision, goals and strategic plan.
- Be visible and actively engaged in the community and in schools.
- Foster collaborative, unifying relations with and among board members, community members, parents, students and staff.
- Lead the district and community in passing bonds and levies.
- Ensure safe schools and positive classroom environments in a growing changing district and community
- Engage the staff and community to update

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.
- Demonstrated experience in maintaining and enhancing high standards and leads with a strong focus on high student academic achievement.
- Strong fiscal background, including experience with levy and bond elections.
- Successful and positive labor relations experience.

the district's mission, vision, goals and strategic plan.



- Values diversity and belonging within the community and schools.
- Successful experience as a classroom teacher, school and district administrator.
- The superintendent is expected to live in or near the district.



THE DISTRICT & COMMUNITY

The Sultan School District is located in Snohomish County, serving the communities of Sultan, Gold Bar and Startup. Covering a largely rural area, the district serves approximately 2,000 students in four schools: Sultan Elementary, Gold Bar Elementary, Sultan Middle School, and Sultan High School. The district also offers alternative learning options through the Sky Valley Options Program and Sultan Virtual Academy, which provide flexible, non-traditional education pathways for students who need them.

The area is a haven for nature enthusiasts. The scenic backdrop of the Cascade Mountains provides a breathtaking panorama, inviting residents and visitors alike to indulge in the beauty of the Pacific Northwest.

Quality of life in Sultan is characterized by a strong sense of community. With its blend of natural beauty, recreational opportunities, and a close-knit community, Sultan provides an idyllic setting for those seeking a balanced and fulfilling lifestyle.

For more information about the district visit:
www.sultanschools.org

BOARD MEMBERS

Gigi Gouldner - Chair
Marianne Naslund - Vice Chair
Michael Butler
Isaac Hudy
Mike Varnell

COMPENSATION

The School Board will negotiate a three-year contract with salary between \$220,000 - \$240,000 per year dependent upon qualifications and experience.

APPLICATION PROCESS

For full consideration, application materials are due February 14, 2025.
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 Wayne Robertson)
- A current resume
- Three to five letters of recommendation
- A written statement explaining how you plan to address the leadership opportunities and challenges noted in this vacancy announcement

Send an electronic copy of all application materials to:
Wayne Robertson, Consultant: wrobertson17@outlook.com
Dennis Ray, CEO: dennisray@superintendentsearch.com

Application materials will become property of NWLA and the district, 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:

Wayne Robertson | Phone: (425) 238-5358 | Email: wrobertson17@outlook.com

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

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