



presents an invitation to apply
for the position of

SUPERINTENDENT

Waitsburg School District
Waitsburg, Washington

Mission Statement:

*We prepare lifelong learners: academically,
socially, and emotionally.*



Welcome to Waitsburg School District

With a present population of 1,230 people, Waitsburg, Washington maintains a comfortable lifestyle in the abundant Pacific Northwest. The town's main street provides an opportunity for business people to serve area residents with a variety of goods and services. Professional services are provided by a bank, an investment broker, a law office, and a health clinic.

Medical facilities, including three regional hospitals, are only a short drive away in neighboring Dayton and Walla Walla.

Social activities involving residents and area visitors are equally prevalent. The Waitsburg Junior Livestock Show is held each year in June. Waitsburg Celebration Days is held the third weekend in May each year. Every spring the community has a salmon bake and in the fall the local Lions Club hosts a Rib Feed. The Bruce Mansion is a restored original Victorian home that helps provide the atmosphere for the Pioneer Fall Festival. Waitsburg's location in southeastern Washington, near the Blue Mountains and Snake River, presents residents with an outdoor paradise. Hunting, hiking, fishing, and water sports are moments away. The Bluewood downhill ski basin is a scenic 30 miles from town.

With a growing season of over 220 days, it is easy to understand why folks past and present decide to call Waitsburg home. Natural resources abound in the area providing abundant, fairly priced power. The watershed from the Blues, which refreshed the early pioneers, provides today's residents with crystal clear spring water right to their taps.

In addition to a strong basic education core curriculum, the Waitsburg School District is known for the care and support staff provide to all students. Individual children's needs and challenges are addressed so as to ensure each student is as successful as they can be. Waitsburg High School and Preston Hall Middle School have received the Washington Academic Achievement Award and Waitsburg Elementary was recently named a School of Distinction.

The first public building in Waitsburg was a schoolhouse. The first Elementary School was torn down and rebuilt in 1995, and the High School was extensively remodeled in 2001. Preston Hall, was built in 1913 and is listed on the National Historic Register and has recently been restored. The voters passed a Bond in 2016 authorizing a HVAC (heating & cooling) upgrade, kitchen renovation, and the construction of a fieldhouse.

We believe in educating the whole-child in all domains. The District offers robust academic, arts, athletics, and activities. One of the highlights is the award winning FFA Chapter. Our students have the opportunity to explore and excel in many levels of competition.

Preschool is free for all children within the District boundaries due to a commitment by the Board of Directors and through the voter-approved Maintenance and Operations Levy.

The Waitsburg community actively supports our children through various Service Clubs and other philanthropic groups. Many Waitsburg alumni have returned not only to Waitsburg, but to our school as teachers and other support staff.

For more information about the district visit:

www.waitsburgsd.org



Challenges & Opportunities

- **Build and Increase community trust.** The next superintendent will need to work with the board, staff and community to restore trust in the district and its operations.

- **Improved communications.** The next superintendent will need to increase and improve communications with the community and with the organization to generate transparency of leadership.
- **Attract and retain certificated staff.** The next superintendent will need to be able to attract and retain qualified staff for all positions.
- **Improve culture and climate throughout the organization.** The next superintendent will need to develop a culture and climate of professionalism and accountability for meeting district goals.
- **Develop programs competitive with neighboring districts.** The next superintendent will need to develop new and existing programs to become more competitive with neighboring districts and provide enriched experiences for students.



Professional Qualifications

- **Understanding of the current legal and regulatory environment.** The superintendent will have a thorough understanding of state and federal laws, regulations and rules pertaining to K-12 education.
- **Experience with school finance, budgeting and funding.** The superintendent will have demonstrated experience with developing and managing a multimillion dollar budget.
- **Experience as professional educator (small district preferred).** The superintendent will have a background as an educator preferably in a district and community of similar size.
- **Experienced building-level leader.** The superintendent will have building-level administrative experience.
- **Experienced superintendent.** Superintendent credential or willingness to obtain. The superintendent will hold or be willing to obtain a Washington State Superintendent credential.

Professional Characteristics

- Live in district or be willing to work at doing so.
- Good communicator.
- Ability to make difficult decisions and stand by them.
- Trustworthy.
- Person of integrity.
- Principled leader.
- Collaborative leader.
- Unbiased decision maker.
- Visible in community and at district events.
- Ability to manage and resolve conflict.
- Someone who is interested in putting down roots in the community and staying for 3-7 years.

- **Human Resources experience.** The superintendent will have background in Human Resources management including but not limited to payroll and benefits, administering and negotiating labor agreements, and onboarding and training new staff.
- **Familiarity with state and federal programs.** Knowledge of state and federal grant programs such as LAP, Title I and ESEA.
- **Experience with improving culture and climate.** Demonstrated experience with fostering and developing a culture and climate of professionalism and accountability for district goals.
- **Experience with developing Board leadership.** Demonstrated ability to nurture, train and develop new board members.



Board of Directors

- **Stephanie Cole, *Chair***
- **Chrisy House, *Vice Chair***
- **Abby Grende, *Director***
- **Charlie Barron, *Director***
- **Julie Karl, *Director***

Compensation

Waitsburg School District offers compensation competitive with similar sized districts in the region.

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Waitsburg application form (request from Dr. Bill Jordan)
- A current resume
- Three to five letters of recommendation from current position and recent positions.
- A written statement explaining how you plan to address each of the growth opportunities noted in the vacancy announcement.

Send an electronic copy of all application materials to:
Bill Jordan, Consultant: wci.wvpi@gmail.com
Tom Rockefeller, Consultant/COO: rockefeller.tom@gmail.com

and trockefeller@superintendentsearch.com
Dennis Ray, CEO: dennisray@superintendentsearch.com

Applications received by February 21, 2025 will receive first consideration.
The District reserves the right to accept applications until a superintendent is selected.

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:

Dennis Ray | Email: dennisray@superintendentsearch.com

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

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