



presents an invitation to apply
for the position of

SUPERINTENDENT

Kittitas School District
Kittitas, Washington



Mission Statement: To Achieve Academic and Personal Success



Our Community

The Town of Kittitas, located in central Washington State, offers the charm of a close-knit rural community with the advantage of a central location that makes both small-town living and diverse regional experiences possible. Just southeast of Ellensburg in the upper Yakima River Valley, Kittitas is framed by the Cascade Mountains to the west and the Columbia River to the east, creating a landscape that is both scenic and accessible.

With a population of just over 1,100, Kittitas provides a welcoming environment where families and neighbors know one another, while the broader Kittitas County community expands the opportunities for work, culture, and recreation. Residents benefit from the county's strong agricultural heritage, growing economy, and convenient proximity to Central Washington University in nearby Ellensburg. The area's economy is diverse, with key industries in agriculture, government, education, retail, manufacturing, and renewable energy.

Kittitas's location is one of its greatest strengths. The town is situated just over 100 miles east of Seattle, providing convenient access to urban amenities while maintaining a peaceful rural atmosphere. This central position allows residents to easily enjoy skiing, hiking, fishing, paddle sports, and other outdoor pursuits in the Cascades, as well as cultural and historical attractions across the region. The area also boasts wineries, breweries, farmers markets, and year-round festivals that celebrate the community's heritage and natural surroundings.

Living and working in Kittitas means experiencing the best of both worlds—small-town connections, affordable living, and a strong sense of community, combined with opportunities for professional and personal enrichment in a beautiful and diverse part of Washington.

For more information about the community visit:
cityofkittitas.com



Kittitas District Snapshot

The Kittitas School District is nestled in the heart of central Washington's agricultural region and is proud of its strong tradition of academic achievement, athletic success, and community support. With close-knit schools and a deep commitment to preparing students for success beyond graduation, Kittitas exemplifies how a community can come together to support education and citizenship.

The district serves approximately **571 students from PreK–12** on a single, cohesive campus in Kittitas. Students come from Kittitas proper, Vantage, Badger Pocket, and other rural areas of East Kittitas County. The district is governed by a **five-member elected board of directors** and supported by a dedicated administrative team and approximately **78 staff members**.

Kittitas Elementary School serves about **261 students with a student-teacher ratio of 13:1**, while Kittitas High School serves about **307 students with a ratio of 16:1**. Overall, the district maintains a ratio of **15.9 students per teacher**, allowing for meaningful connections between staff and students and a supportive learning environment.

The district is known for its **championship athletic programs, rich academic tradition, and strong community pride**, making it an inviting place for educational leaders who want to make a lasting impact in a thriving small-school setting.

For more information about the district visit:
www.ksd403.org



Kittitas District Strengths

- **Small-town community** that, when united, is a powerful and positive force
- **Dedicated staff and hardworking students**
- **Proximity to Central Washington University** provides unique opportunities for staff, students, and the community
- **Early-career administrators** who bring energy, enthusiasm, and fresh ideas



Kittitas Opportunities Ahead

- **Aligning budget priorities** with district goals to maximize impact
- **Enhancing academic instruction** and providing innovative tools to support learning
- **Strengthening programs** and supports to meet the needs of all students, including Special Education
- **Growing and refining the district's Professional Learning Community (PLC) system**
- **Supporting continued student growth** in core subjects
- **Fostering a culture of continuous improvement** for educators at all stages of their careers
- **Building even stronger trust and collaboration** between staff and district leadership
- **Expanding opportunities** for students, staff, and the broader Kittitas community



Professional Qualifications

- **Successful experience as a School Principal or Superintendent**
- **Superintendent Credential preferred** but not required
- **Expertise in school finance, budgeting, and district office functions**
- **Proven ability to evaluate, mentor, and support educators at all levels**

Personal Characteristics

- **Exceptional leadership and mentoring abilities**
- **High integrity, ethical, and transparent in decision-making**
- **Approachable, visible, and engaged in both school and community life**
- **Listens attentively, communicates clearly, and builds trust**

- Strong instructional leadership skills with a focus on student achievement
- Experience developing and implementing strategic, long-range plans
- Demonstrated ability to attract, hire, and retain high-quality staff
- Track record of success in finding, writing, and securing grants
- Strong understanding of Special Education programs and services
- Knowledge of legislative issues and ability to advocate for district needs
- Ability to foster strong working relationships and effective communication with the School Board, staff, and community

- Caring, compassionate, and thoughtful while able to make tough decisions when needed
- Resilient and steady under pressure with a solutions-oriented mindset
- Visionary and creative while maintaining focus and accountability
- A unifying leader who brings people together around shared goals
- Collaborative and team-oriented, values shared decision-making
- Student-centered, consistently prioritizing the well-being and success of students
- Strong advocate for both the school district and the broader Kittitas community

Board Members

- Billy Fekkes
 Co-Chairman - Position #2
 Term Ends 2027 - bill_fekkes@ksd403.org
- Mark Crowley
 WIAA Rep - Position #4
 Term Ends 2025 - mark_crowley@ksd403.org
- Jerry Lael
 Vice Chairman and Legislative Rep- Position #5
 Term Ends 2025 - jerry_lael@ksd403.org
- Carrie Kavanaugh
 Position #1
 Term Ends 2025 - carrie_kavanaugh@ksd403.org
- Erin Tostenson
 Position #3
 Term Ends 2027 - erin_tostenson@ksd403.org

Compensation

The Board of Kittitas School District will offer a multi-year contract with compensation to be commensurate to other Rural Eastern Washington School Districts of similar size.

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Kittatas application form (request from Tom Rockefeller or Andy Wolf)
- 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:
 Joel Aune, Consultant/President: gunderaune@gmail.com
 Andy Wolf, Consultant: awolfsearch@outlook.com
 Tom Rockefeller, Consultant/COO: trockefeller.tom34@gmail.com
 and trockefeller@superintendentsearch.com

Applications received by January 2, 2026 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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