

presents an invitation to apply
for the position of

SUPERINTENDENT

Lind-Ritzville Cooperative
School District
Adams County, Washington

LRSchools

***Mission Statement:** Our MISSION is to help students acquire the needed GRIT to succeed in both their K-12 learning and post-secondary opportunities. To better facilitate this mission, we are committed to helping students achieve success through:*

GROWTH - In acquiring skills & knowledge
RESILIENCE - In achieving short & long-term goals
INITIATIVE - To be confident, creative risk-takers
TENACITY - To stay positive & and follow-through



Lind-Ritzville Community

The Lind-Ritzville Cooperative Schools (LRCS) are at the heart of the Lind and Ritzville communities, located in the rolling wheat country of Adams County, Washington. Ritzville serves as the county seat, while Lind adds to the cooperative spirit that defines this region. Together, these communities embrace their agricultural heritage while fostering a strong sense of pride, engagement, and connection through their schools.

A Strong School & Community Hub

LRCS serves as more than a school system—it is the center of community life. Residents actively partner with the district, attending events, utilizing facilities, and staying connected through a community email list. The schools host a variety of activities throughout the year,

including homecoming, athletic events, and celebrations that bring both towns together.

Community Spirit & Annual Traditions

The Lind-Ritzville area is rich with traditions that highlight its close-knit and welcoming atmosphere. Annual favorites include:

- **Lind Combine Demolition Derby** (usually 2nd weekend of June) - Great weekend of races and fun. A Lind Lions Club event.
- **Ritzville Community Parade** (late August) - A celebration with floats, music, and community pride.
- **Wheat Land Communities' Fair** (Labor Day Weekend) - A regional highlight featuring livestock, exhibits, rodeo, entertainment, and fair food.
- **Pop-Up at the Park** - A fall vendor fair hosted during Ritzville Alumni Weekend.
- **Winter Fest** - A December holiday tradition with a tree lighting, caroling, Santa's visit, and festive community activities.

Other events, such as Fall Fest's Halloween Hunt, the Machines on Main car show, Lind Lighted Christmas Parade and a variety of other Chamber of Commerce activities, ensure there's always something happening to bring people together.

A Welcoming Place to Call Home

Lind – With a population of about 569, Lind is a small, welcoming town rooted in agriculture. Residents enjoy a quiet pace of life, affordable housing, and strong community ties.

Ritzville – Home to nearly 2,000 people, Ritzville blends its role as a regional hub with a proud history. Its downtown is a National Historic District, and it is home to two museums, including the Northern Pacific Railway Depot. The town also houses the Washington Association of Wheat Growers headquarters, underscoring the area's deep agricultural roots.

Recreation & Lifestyle

Outdoor enthusiasts will find abundant opportunities in the surrounding area:

- **Fishing & Boating** – Eleven nearby lakes and access to the Snake and Columbia Rivers offer world-class fishing and water sports.
- **Hunting** – A long-standing tradition, with opportunities across the region.
- **Golf & Walking Trails** – A local golf course and a three-mile walking path provide recreation close to home.
- **History & Culture** – From historic downtown Ritzville to local museums, residents celebrate and preserve their heritage.

The Lind-Ritzville communities offer the best of small-town living: strong schools, proud traditions, and a supportive environment where education and community go hand in hand. This is a place where a superintendent can truly make an impact while enjoying the rewards of a welcoming and engaged community.

For more information about the community visit:

<https://co.adams.wa.us>



Lind-Ritzville Cooperative Schools

Overview of the Cooperative

Since 2012, the Lind and Ritzville School Districts have partnered in a unique academic cooperative. While each district remains independent, this collaboration expands opportunities for students through stronger academic programs, support services, and extracurricular activities than either district could provide alone.

School Structure

Each community operates its own elementary school (PK–5). Students join together for Lind-Ritzville Middle School (grades 6–8) in Lind and Lind-Ritzville High School (grades 9–12) in Ritzville. Each school has its own principal, with staff across the cooperative working closely to align curriculum, instruction, and student support. Shared professional development ensures quality teaching and learning at every level.

Leadership in a Cooperative

The Lind-Ritzville Cooperative Schools are guided by a single superintendent who provides cohesive leadership across both districts. Administrative services such as budgeting, payroll, transportation, maintenance, and extracurricular programs are also shared, ensuring efficiency and consistency.

Serving as superintendent in a cooperative district offers both challenge and reward. The role requires working with two boards of directors, leading collaborative initiatives, and wearing many hats in a small-district setting. At the same time, it offers the freedom to innovate, the chance to know students and families personally, and the opportunity to make a lasting impact in supportive communities with dedicated educators.

The Lind-Ritzville boards of directors are seeking a leader who values relationships, champions students, and embraces the power of rural communities to accomplish remarkable things.

For more information about the district visit:

www.lrschools.org



Lind-Ritzville District Strengths

- Deep community involvement and support for schools
- A premier FFA program with state and national recognition
- Strong and successful athletic programs
- Graduation rates consistently above 90%
- A wide range of advanced academic opportunities (AP, Running Start, and college-level courses)
- Dedicated and caring staff committed to student success
- District culture that supports the needs of all learners
- Well-run operations, including a transportation department that continues to succeed despite staffing challenges

Lind-Ritzville Opportunities Ahead

- Maximize the use of resources while continuing to deliver excellent programs and services
- Expand funding opportunities through creative grant writing and partnerships
- Strengthen staff recruitment and retention strategies to support students and programs
- Engage the community in conversations about non-traditional approaches, such as a 4-day school week
- Ensure every student has access to a high-quality education that prepares them for the future
- Balance state mandates with local priorities to keep the district's identity strong
- Plan proactively for enrollment trends while positioning the district for future



growth

- Support the development of a new childcare and wellness center to serve families
- Leverage potential housing growth in Ritzville to expand opportunities for students and the community
- Build on the district's strong foundation to demonstrate excellence and value under effective leadership



Professional Qualifications

- Holds all required certifications; Superintendent Certification preferred
- Successful experience as both a teacher and administrator
- Demonstrated leadership, preferably in small, rural schools
- Broad understanding of district operations (transportation, maintenance, athletics, food service, etc.)
- Ability to design and implement systems that strengthen district performance
- Knowledge of Human Resource and experience in bargaining
- Skilled at mentoring, evaluating, and developing staff to reach their full potential
- Strong financial management abilities, with experience navigating tight budgets
- Knowledge of grant writing, securing, and managing external funding

Personal Characteristics

- Exceptional communicator who engages effectively with students, staff, families, and the community
- Approachable, empathetic, and open to listening and learning
- Consistent and fair, grounded in strong core values
- Demonstrates honor, respect, and gratitude in all interactions
- Holds self and others accountable while leading with integrity
- Knowledgeable and visible throughout the district, actively supporting staff and students
- Proven problem-solving experience and decision-making skills
- Creative and forward thinking to help district continue to thrive and serve students and community

Boards of Directors

Lind Board of Directors

Adam Labes
alabes@lrschools.org

Jim Weidemann
jweidemann@lrschools.org

Greg Schmunk

Compensation

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

gschmunk@lrschools.org

Breanne Williamson
bwilliamson@lrschools.org

Andy Wahl
awahl@lrschools.org

Ritzville Board of Directors

Erin Repp
erepp@lrschools.org

Tia Kubik
tkubik@lrschools.org

Reid Phillips
rphillips@lrschools.org

Scott Carruth
scarruth@lrschools.org

Andy Powell
apowell@lrschools.org

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Lind-Ritzville 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: trockefeller34@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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