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Presents an invitation to apply  
for the position of

**SUPERINTENDENT**

Mt Adams School District  
White Swan, Washington

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*"Strong Roots. Growing Minds. Bright Futures."*

*Promoting hope through culture, education, and community partnership.*



## Our Community...

Mount Adams School District sits in the heart of Yakama Nation country, surrounded by agriculture, rivers, and mountains.

White Swan and the surrounding communities are known for their close-knit spirit, family engagement, athletics pride (especially basketball), and cultural vitality.

Community members describe Mt. Adams as a place of resilience, connection, and hope - where staff and students know one another by name and everyone comes together to support success.

The district is recognized statewide for its leadership in Impact Aid advocacy, its commitment to cultural preservation, and its collaborative partnerships with tribal leaders, families, and regional agencies.

White Swan is a peaceful rural community, conveniently located one hour from Yakima and two hours from the Tri-Cities

For more information about the community visit:

[www.yakimacounty.us](http://www.yakimacounty.us)



## Our School District...

The Mount Adams School District serves approximately 800 students from White Swan, Harrah, and surrounding areas of the Yakama Reservation.

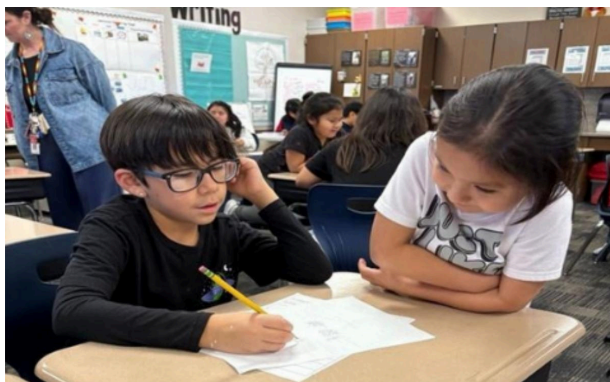
The community is a place of deep family ties, cultural richness, and resilience. The district proudly serves a diverse student body - approximately 53% Native American and 39% Latino - and places high value on maintaining strong partnerships with the Yakama Nation and local families.

Mt. Adams students benefit from small class sizes, caring staff, and a focus on relationships and connection. Recently, two of the district schools have received awards from the SBE and OSPI for closing opportunity gaps and advancing student achievement.

The district is financially stable, operates with a strong fund balance, and continues to strengthen facilities - including an ongoing high school remodel to expand access and safety.

For more information about the Mt Adams School District visit:

<https://www.masd209.org>



## District Strengths

*The next superintendent will join a community that is strong in spirit and committed to student success, while continuing to address systemic challenges linked to poverty, geography, and trauma.*

*Other strengths include:*

- Dedicated and committed staff
- Robust CTE and Athletic programs



## Growth Opportunities

- Strengthen attendance and re-engagement of students across all grade levels.
- Address impacts of generational trauma, poverty, and limited local services with compassionate, trauma-informed approaches.
- Recruit, support, and retain high-quality and culturally competent staff.
- Continue academic growth and expand diverse learning opportunities, including

- Strong graduation rates
- Multiple awards for closing the achievement gap
- New school campus
- Stable finances



CTE, advanced courses, and cultural programming.

- Maintain effective communication and transparency among district, staff, board, families, and the Yakama Nation.
- Lead ongoing facilities modernization and long-term fiscal planning.
- Advocate at the state and federal level for equitable funding, including continued leadership with Impact Aid.



## Professional Qualifications

*The Mount Adams School Board seeks an experienced and empathetic educational leader who can combine instructional vision with operational and cultural expertise.*

*Preferred qualifications include:*

- Master's degree or higher required; Superintendent credential preferred (or willingness to obtain).
- Successful experience as a teacher, building administrator, and district-level leader.
- Demonstrated strength in school finance, federal programs, grant management, and budgeting, with familiarity in Impact Aid.
- Understanding of tribal consultation, state and federal advocacy, and experience working within Indigenous and multilingual communities.
- Proven human resources or Special Education and collective bargaining experience.
- Knowledge of trauma-informed education, special services, and community partnerships (mental health, social services, and college/career readiness).
- Strong interpersonal and communication skills, with a record of relationship-building and transparency.

## Personal Characteristics

*The district desires a superintendent who reflects the heart of the Mount Adams community - a relationship-driven, student-focused, and culturally grounded leader.*

*The ideal candidate will demonstrate:*

- Integrity, honesty, and moral courage in decision-making.
- Visibility, accessibility, and presence in classrooms, schools, and community events.
- Empathy and respect for all cultures, particularly Yakama and Latino communities.
- Collaborative, inclusive leadership style that honors staff expertise and community voice.
- Strong communicator and listener who ensures transparency and clear expectations.
- Courage to make and stand behind difficult decisions while keeping people first.
- Ability to strategically align resources, manage change, and lead continuous improvement.
- Commitment to long-term service and living within the community - not a stepping stone, but a calling.

## Board of Directors

- Chair – **Lacey Simon**
- Board Member – **Jill Delaney**
- Board Member – **Larry Garcia**
- Board Member – **Dolores Martinez**
- Board Member – **Octavia Hawk**

## Compensation

The School Board will negotiate a multi-year contract with a salary of \$170,000-\$190,000 as well as a benefits package

# Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed application form (available upon request)
- A current resume
- Three to five letters of recommendation
- A written statement explaining how you plan to address the Growth Opportunities listed above

Send an electronic copy of all application materials to:  
**Chris Rust, Consultant:** [cr.codaconsults@gmail.com](mailto:cr.codaconsults@gmail.com)  
**Joel Aune, Consultant/President:** [gunderaune@gmail.com](mailto:gunderaune@gmail.com)  
**Tom Rockefeller, Consultant/COO:** [rockefeller34@gmail.com](mailto:rockefeller34@gmail.com)  
and [rockefeller@superintendentsearch.com](mailto:rockefeller@superintendentsearch.com)

**Applications received by April 15, 2026 will receive first consideration.**  
The District retains 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

Joel Aune | Email: [gunderaune@gmail.com](mailto:gunderaune@gmail.com)

Northwest Leadership Associates | [gunderaune@gmail.com](mailto:gunderaune@gmail.com) [gunderaune@superintendentsearch.com](mailto:gunderaune@superintendentsearch.com) | Richland, WA  
99352 US

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