
presents an invitation to apply
for the position of
SUPERINTENDENT

Brewster School District
Brewster, Washington



Our Mission Statement...

To provide a nurturing learning environment, in partnership with parents, faculty and community, where students are prepared for lifelong learning.

Our Vision:

A community partnership where staff inspire, and students learn.



About Our Community and Surrounding Area...

Brewster, Washington is a small town located where the Columbia and Okanogan rivers meet, creating a landscape of wide water, rugged hills, and open sky. The town sits within a basin carved by ancient floods, with a blend of orchards, sagebrush slopes, and distant, snow-capped mountains. Sunlight seems to linger here, stretching long across the river in the evenings and casting warm tones over the valley. The natural setting gives Brewster a sense of spaciousness and quiet that feels distinctly rural Eastern Washington.

Agriculture shapes much of Brewster's identity and economy. Surrounding the town are vast apple, cherry, and pear orchards that form a patchwork of green in the warmer months. During harvest season, the air often carries the sweet scent of ripe fruit, and trucks loaded with crates move steadily toward the fruit packing warehouses. The community is deeply tied to this seasonal rhythm; families, farms, and local businesses depend on the land's productivity. Yet despite its agricultural focus, Brewster retains a relaxed, neighborly atmosphere - one where people greet each other by name at the grocery store and community events fill the calendar.

The Columbia River adds life and movement to Brewster, offering both recreation and a sense of continuity. Fishermen gather at dawn to fish for salmon or steelhead, while boaters take advantage of the expansive water on warm summer afternoons. Along the shores, parks provide quiet places to watch the river drift by and to watch the local wildlife linked to the river. Brewster's charm lies in this blend of natural beauty, working landscape, and small-town familiarity; a place where the land and water shape daily life, and where the scenery itself seems to invite a slower, more deliberate pace.

For more information about the community visit:

www.cityofbrewsterwashington.org



About Brewster School District...

The Brewster School District in Washington serves the small town of Brewster, Washington by offering public education from pre-kindergarten through 12th grade across four schools. With just over a thousand students enrolled, the district embodies a tight-knit, community-focused school system where class sizes and staff-to-student ratios are manageable. The student-teacher ratio is approximately 17:1.

Demographically, Brewster School District is notably diverse: around 90% of the student body identifies as minority, with the majority being Hispanic. It's graduation rate recently climbed to about 92%, placing it among the top districts in Washington for this measure. This is much higher than the state average.

Brewster's schools reflect the character of a small town with deep agricultural and rural roots. Students come from families tied to local farms and orchards, and the district plays a central role in community life. Beyond academics Brewster offers extracurricular activities such as athletics, FFA, FBLA, support services, and opportunities for students to stay connected.

The Brewster Bears are very strong in both boy's and girl's athletics often competing for state titles. The modest size of the district fosters a sense of closeness: teachers and classified staff know students by name, and community support is more personal. Altogether, the Brewster School District stands as a small-town school system navigating real small-district challenges while striving to support and graduate its youth in a community grounded in hard work and shared identity.

For more information about the district visit:

www.brewsterbears.org



District Strengths

- **Strong community pride**
A close-knit, multi-generational community where schools are the center of town life. Families, businesses, and community members actively support school programs and events.
- **Safe, caring schools**
Students and staff feel safe, supported, and known. Strong relationships and a culture of care define daily interactions across the district.
- **Dedicated educators and staff**
Hardworking, student-focused staff with deep ties to Brewster and strong relationships with families.
- **Engaging programs and activities**
Athletics, arts, CTE, and extracurricular programs are a point of pride and a key driver of student engagement and connection.
- **Investment in facilities**
Beautiful, modernized facilities and well-maintained grounds.
- **Supportive families**
Families value education and are actively involved. Communication, including with Spanish-speaking families, is effective and well utilized.

Challenges & Opportunities

- **Enrollment and finances**
Declining enrollment places pressure on staffing and programs, highlighting the need for strong fiscal leadership and long-range planning.
- **Recruitment and retention**
Housing availability and rural location create challenges in attracting and retaining educators, particularly specialists and early-career staff.
- **Student needs and diversity**
A high percentage of multilingual learners and economically diverse students presents opportunities to expand supports, grants, and culturally responsive practices.
- **Systems and instructional alignment**
Stakeholders seek stronger districtwide systems, including curriculum alignment, instructional leadership, MTSS, HR processes, and accountability.
- **Governance alignment**
Continued clarity, communication, and trust among the Board, leadership, and staff remain essential to district success.



Professional Qualifications

- **Rural district experience**
Understands the context and challenges of small, rural school systems.
- **Financial leadership**
Strong skills in budgeting, systems, and long-term planning.
- **Instructional background**
Experience as a teacher and administrator with a focus on student learning.

Personal Characteristics

- **Visible and approachable**
Actively and enthusiastically present in schools, events, and the community.
- **Honest and transparent**
Builds trust through integrity, clarity, and follow-through.
- **Calm and steady**
Thoughtful, composed, and emotionally grounded.

- **Cultural competence**
Respects Latino culture, rural values, and Brewster's strong extracurricular traditions.
- **Systems builder**
Able to establish clear structures and lead change collaboratively.

- **Relationship-focused**
Unifies people and fosters collaboration across the district.
- **Committed to Brewster**
Demonstrates a genuine desire to serve and stay long-term.

Board Members

Hector Aparicio
Chairperson (District 2)

Peggy Rice
Vice Chairperson (District 1)

Emmanuel Rubio
Board Director /Legislative Rep (District 4 At Large)

Katie Phillips
Board Director (District 3)

Julio Talavera
Board Director (District 5 At Large)

Compensation

Brewster is offering a three year contract with compensation comparable to school districts of its size.

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Brewster application form (request from Joel Aune)
- 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
Bill Motsenbocker, Consultant: bill.motsenbocker@gmail.com
Tom Rockefeller, Consultant/COO: rockefellerm34@gmail.com
 and trockefeller@superintendentsearch.com

Applications received by March 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

Joel Aune | Email: gunderaune@gmail.com

Northwest Leadership Associates | gunderaune@gmail.com gunderaune@superintendentsearch.com | Richland, WA 99352 US

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