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presents an invitation to apply  
for the position of

## **SUPERINTENDENT**

Crescent School District  
Joyce, Washington  
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**“Learning Together - Growing in Community.”**

*Building excellence through relationships, integrity, and opportunity.*



## **The Crescent School District...**

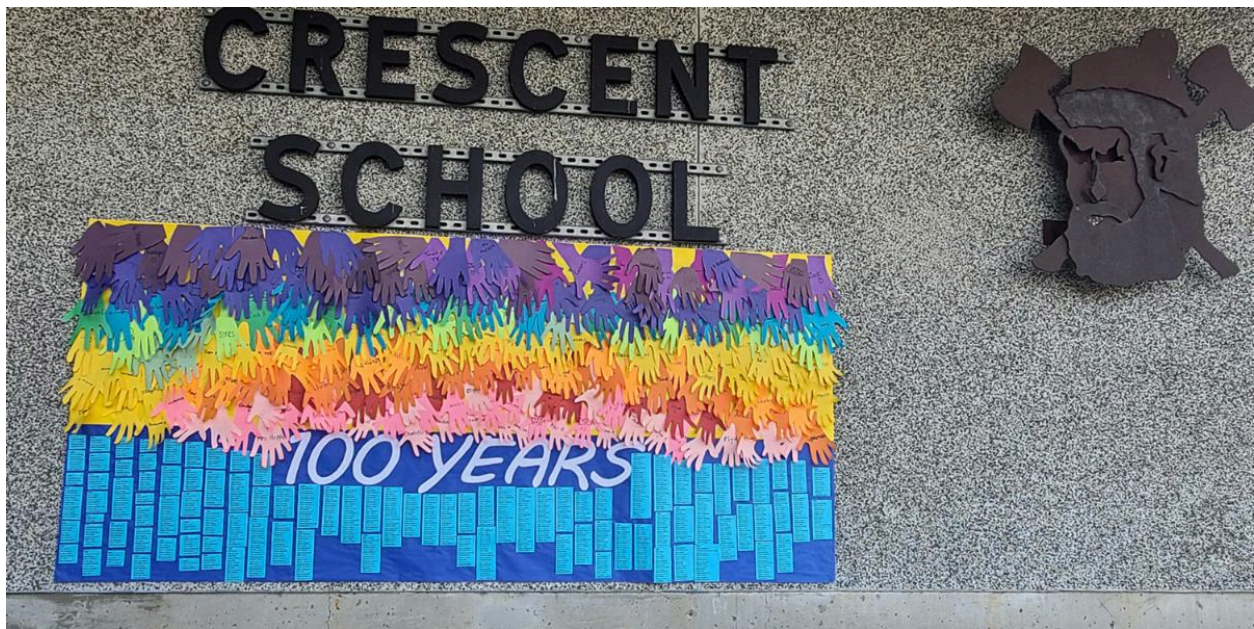
Crescent School District, located in the rural community of Joyce, Washington, serves approximately 300 students on a single K–12 campus nestled between the Olympic Mountains and the Strait of Juan de Fuca.

The district is defined by its close-knit, family-oriented culture, where teachers know every student by name and the school truly serves as the hub of community life. With history of local levy support, Crescent offers a personalized educational experience that reflects both its small-town roots and its commitment to innovation.

Crescent is proud of its small class sizes, dedicated staff, and diverse learning opportunities, including robust career and technical education, outdoor learning, and an expanding Alternative Learning Experience (ALE) program that partners with homeschool families. Fiscal responsibility, strong community trust, and a tradition of collaboration have long been hallmarks of the district. The next superintendent will join a community that values visibility, communication, and integrity - and will have the opportunity to lead a district where relationships, student success, and a love of learning are at the heart of everything.

**For more information about the Crescent School District visit:**

[www.csd313.org](http://www.csd313.org)



## The Joyce Community...

Located on Washington's Olympic Peninsula, the community of Joyce is a place of natural beauty, small-town simplicity, and strong community pride.

Just twenty minutes west of Port Angeles, Joyce combines easy access to city amenities with the peace and quiet of rural living. Surrounded by forests, foothills, and coastline, it offers abundant opportunities for hiking, fishing, and outdoor learning year-round.

Joyce is best defined by its proximity to abundant outdoor recreation and deep connection to Crescent School District. The school serves as the heart of community life, supported by families, alumni, and local organizations who care deeply about students and staff. It is a safe, family-oriented community where neighbors support one another, and where the values of friendship, respect, and hard work continue to shape daily life.

For more information about the Joyce community visit:

[www.clallamcountywa.gov](http://www.clallamcountywa.gov)



### District Strengths

- School events are always well attended by parents and community members.
- Highly dedicated and experienced staff with strong retention and deep care for students.
- Small class sizes that allow for individualized attention and personalized instruction.
- Strong community and parent support, including successful levy initiatives.
- Financial stability and responsible leadership with a track record of fiscal prudence.
- Growing Alternative Learning Experience (ALE/HomeConnection) program serving homeschool families.
- Collaborative partnership with the Lower Elwha Klallam Tribe, honoring

### Challenges & Opportunities

*Crescent School District is a close-knit, high-trust community where students, families, and staff know one another by name. The next superintendent will have the opportunity to build on this strong foundation while addressing the district's key priorities.*

#### Key Focus Areas Include:

- Improve and modernize district facilities through effective planning and community engagement.
- Strengthen academic achievement and student growth across all grade levels.
- Recruit, develop, and retain high-quality staff through strong relationships and professional growth.
- Deepen collaboration with the Lower Elwha Klallam Tribe and celebrate community diversity.



- Understanding of special education laws and inclusive instructional practices.
- Experience using data and continuous improvement systems to identify and close learning gaps.
- Demonstrated skill in staff recruitment, mentoring, and retention.
- Familiarity with collective bargaining and human resources management.
- Experience developing and maintaining strong Tribal and community relationships.
- Proficiency in clear, consistent communication with board members, staff, families, and the public.
- Commitment to ethical practice, transparency, and team-based leadership.



## Board of Directors

Susan Hopper **Chair**  
 Joey Currie **Vice Chair**  
 Sandy Middleton **Board Member**  
 Bryan Murphie **Board Member**  
 Melinda Avrett **Board Member**

## Compensation

The School Board will negotiate a multi-year contract with a salary of \$140,000-\$160,000, as well as a benefits package.

## Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Crescent application form (available upon request)
- A current resume
- Three to five letters of recommendation
- A brief written statement explaining how your experience prepares you to address the Challenges & 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, Owner/Chief Operating Officer:** [gunderaune@gmail.com](mailto:gunderaune@gmail.com)  
**Tom Rockefeller, Owner/Chief Operating Officer:** [rockefelleratom34@gmail.com](mailto:rockefelleratom34@gmail.com)

**Applications received by April 10, 2026 will receive first consideration**  
 The District retains the right to accept applications until the position is filled

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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