



presents an invitation to apply
for the position of

SUPERINTENDENT

Enumclaw School District
Enumclaw, Washington



Our Mission: *Inspiring students to learn, lead and impact their community and world.*

Our Theory of Action: *If we are relentless in our pursuit of creating schools that engage students in learning that is irresistible, deep, exciting and authentic, then we will succeed in preparing all students for success in the innovation era and success in life.*

Our Commitments: *In the Enumclaw School District, we believe education goes beyond test scores. Our approach to learning is rooted in a deep understanding of the multifaceted needs of students while preparing them for their futures. In today's evolving world, measuring success in education cannot be limited to numbers on a report card or standardized assessments. Academic achievement remains a vital component of our mission, and we recognize that true excellence includes a broader spectrum of skills, attributes, and experiences. We have identified five key commitments that go beyond traditional academics to measure success and growth.*

Student Well-Being- *Actively monitoring student engagement, hope, belonging and social emotional learning.*

Literacy Proficiency by Grade 3- *Actively monitoring oral reading fluency and comprehension in Pre-K- grade 3.*

Algebraic Reasoning by Grade 9- *Actively monitoring operations & algebraic thinking, and numbers in base ten in grades Pre-K - grade 9.*

On-Track for Graduation by Grade 9- *Actively monitoring literacy proficiency in grades 4-8 and successful course completion in grades 6-9.*

Graduates with a Plan & Pathway- *Actively monitoring students' employability skills and high school and beyond plan in grades 8-12.*

The Five Commitments are based on research that outlines the leading indicators for an overall successful life; including the necessary traits of well-being, skills that employers are seeking most, and the values of our unique community.

Our district is committed to nurturing every aspect of our students – academically, socially, and emotionally - to ensure they have the necessary skills to be successful in their chosen careers and lives. By focusing on and measuring what matters most, we will prepare our students to learn, lead, and impact their community and the world.



Our Community...

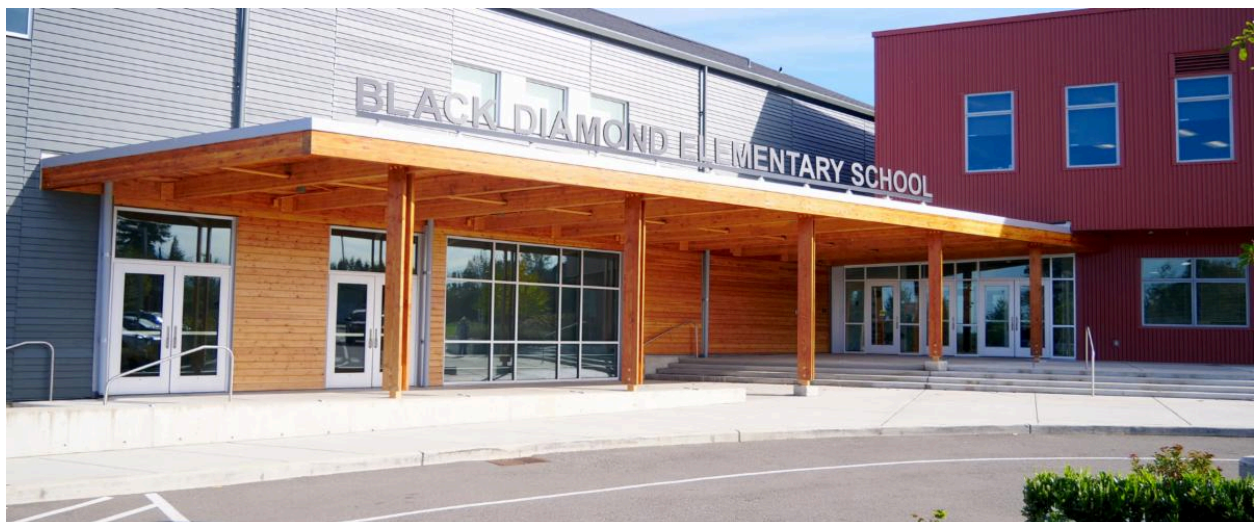
Enumclaw and Black Diamond are the gateway to the north entrance to Mt. Rainier National Park from Highway 410, and you can access Paradise, near Mt. Rainier, through beautiful Steven's Canyon during the summer months. Both cities are within an hour of a range of activities, including skiing, hiking, beaches, urban culture, and professional sports. There are numerous local facilities for golf, tennis, and youth sports. Nearby Crystal Mountain is a first-class ski area with beautiful scenery to enjoy in both winter and summer.

For more information about Enumclaw and Black Diamond:

www.visitenumclaw.com

and

www.blackdiamondwa.gov



Our District...

The Enumclaw School District serves the communities of Enumclaw, Black Diamond, Ravensdale, and surrounding areas in southeastern King County. With a long-standing connection to the community, the district works in partnership with families, educators, and local organizations to support student learning. Community members are actively engaged in local schools, helping maintain consistent expectations for student achievement and opportunity.

The district has provided educational services for more than 130 years across approximately 456 square miles. It currently serves 4,559 students in a PK–12 system that includes five elementary schools, two middle schools, one high school, and an early learning center. Located about 45 miles southeast of Seattle, the district borders Tahoma, Kent, Auburn, and White River school districts and reflects both a small-town setting and access to the broader Puget Sound region.

Enumclaw School District focuses on providing a well-rounded educational experience. Students have access to Advanced Placement courses, Career and Technical Education pathways, dual-credit options, arts programs, and a range of athletics and extracurricular activities. Secondary students can explore areas such as agriculture, business, engineering, health sciences, and skilled trades, along with music, theater, and athletics programs.

Enumclaw School District demonstrates academic performance that is generally aligned with neighboring districts, with assessment scores reflecting regional averages. The district is focused on accelerating student achievement and building on recent gains in state assessment results over the past three years. With a strong commitment to whole-child education, expanding career and technical pathways, and a clear emphasis on continuous improvement, Enumclaw is actively working to strengthen outcomes and elevate student readiness for post-secondary success.

The district is also planning for future growth, including preparation for opening a sixth elementary school to address increasing enrollment, particularly in the Black Diamond area in the fall of 2027.

For the next superintendent, Enumclaw offers the opportunity to lead a district with an engaged community and a focus on preparing students for the future.

For more information about the Enumclaw School District visit:

www.enumclaw.wednet.edu



Challenges & Opportunities

- Be highly visible in the schools and community in support of strong, positive community engagement and relationships.
- Lead with a positive, open style, emphasizing clear communication, genuine listening and consistent follow-through with all stakeholders.
- Be a steward of the district's and community's financial, human and capital resources.
- Develop and articulate a long-term academic achievement focused vision for the district and the community.
- Maintain and enhance the student-focused programs and priorities and activities established by the school board, staff and community.
- Be a champion for engaging the community in response to growth and change.

Desired Skills & Qualifications

- Exceptional communication skills with the ability to create and enhance strong, positive relationships and inspire support from staff and all groups and members of the community.
- An experienced educational leader, preferably with demonstrated success as a classroom teacher and building level administrator.
- A strong academic focus with a thorough understanding of instruction and teaching strategies to serve a growing, changing community.
- Strong financial management skills and a track record of responsible budgeting.
- Experience in construction management and school facilities planning is highly desirable.
- The ability to engage the community to develop and support a clearly articulated, long-term vision for the

district and foster a strong inclusive climate.

- A desire to be an active leader in the Enumclaw School district and community.
- The superintendent is expected to reside in or very near the district.



School Board

Tyson Gamblin

Board Chair
District 3 Director

Paul Fisher

Board Vice Chair
District 5 Director

Ben Stouffer

Board Member
District 4 Director, WIAA Rep.

Scott Mason

Board Member
District 1 Director, Legislative Rep.

Tara Cochran

Board Member
District 2 Director

Compensation

The school board will negotiate a multi-year contract based on experience, qualifications, and responsibilities that is competitive with districts of a similar size. Compensation will include an excellent benefit package.

Application Packet

A completed application packet should include the following:

- A formal letter of interest stating personal qualifications, experience, and reason for interest in the Enumclaw position
- A personal statement regarding educational philosophy
- A completed Enumclaw application packet (available from any of the addresses below)
- A current resume
- A copy of administrative license if applicable. The district welcomes applications from candidates who may not possess educational leadership credentials, but are otherwise well-qualified
- Three to five letters of recommendation from current position and recent positions

Send an electronic copy of all application materials to:

Wayne Robertson, Consultant: wrobertson17@outlook.com

Laurel Browning, Consultant: lwbrowning7@gmail.com

Joel Aune, Owner/Chief Operating Officer: gunderaune@gmail.com

Tom Rockefeller, Owner/Chief Operating Officer: rockefelleratom34@gmail.com

Applications received by April 22, 2026 will receive first consideration

The District retains the right to accept applications until a superintendent is selected

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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