



presents an invitation to apply
for the position of
SUPERINTENDENT
Republic School District
Republic, Washington



Vision: All Students Will Succeed

Mission: Prepare. Inspire. Educate.

Board Goals:

- Goal 1: Student & Academic Support
- Goal 2: Financial Health
- Goal 3: Safety, Security & Facilities
- Goal 4: School Culture
- Goal 5: Community Engagement



About Our Community and Surrounding Area...

The Republic School District is located in the town of Republic, nestled at the base of the scenic Kettle Mountain Range in northeast Washington. The community is situated along State Highway 20, approximately 120 miles northwest of Spokane, providing access to regional amenities while preserving the charm and pace of small-town living.

As the county seat of Ferry County, Republic has long served as a regional hub. The town's history is deeply rooted in gold mining, which has shaped the area for more than a century. Today, mining, forestry, ranching, and tourism contribute to the local economy, offering both stability and opportunity. A world-class fossil bed draws thousands of visitors annually, highlighting the area's unique natural and historical significance.

Republic's rural setting brings both advantages and challenges. Its remoteness has helped insulate the school district from many of the pressures faced by larger or more urban

systems, while also requiring creativity, collaboration, and strong leadership. Community support for the schools is consistently strong, spanning academics, athletics, and extracurricular activities. Graduates of Republic schools are well-prepared for life beyond high school, and student-athletes regularly experience success in competition.

The community values connection and tradition, hosting well-attended events such as Winterfest, Prospector's Days, the Ferry County Fair, and a nearby summer music festival. Outdoor recreation is a defining feature of the area, with Curlew Lake offering boating and fishing, and the Ferry County Rail Trail providing opportunities for biking, walking, and exploring the region's natural beauty.

For school leaders seeking meaningful impact, authentic relationships, and a high quality of life, Republic offers a rare blend of professional opportunity and personal fulfillment.

For more information about the community visit:

www.republicwa.org



About Republic School District...

The Republic School District serves approximately 520 students within a close-knit community of nearly 2,000 residents. The district includes a PreK–5 elementary school, grades 6–8 middle school, grades 9–12 high school, and a robust Alternative Learning Experience (ALE) program that expands access and flexibility for students and families.

With a dedicated team of 27 certificated staff, 28 classified staff, and 3 administrators, the district is committed to personalized learning, strong relationships, and continuous improvement. Republic operates on a four-day school week, intentionally designed to support high-quality instruction while providing meaningful, ongoing professional development for staff.

The district has made significant investments in its facilities and future. In recent years, the secondary building and overall campus have undergone major modernization and safety upgrades, with additional funding secured for future capital project planning. Highly competitive grants have supported the development of a new all-purpose track, football field scoreboard and lighting, and ADA-accessible parking - enhancing both student experiences and community access.

Republic School District manages an annual operating budget of approximately \$8.4 million and has an assessed valuation of roughly \$480 million. Enrollment has reached its highest level in the past 11 years, with additional growth anticipated as a nearby gold mine moves toward full operation in 2028. Looking ahead, voters will consider a four-year educational programs and operations levy in 2026, proposed at a variable rate and expected to generate approximately \$850,000 annually.

The district is also proud of its academic and career-connected successes. The elementary school was recognized by the Washington State Board of Education for closing achievement gaps during the 2022–2023 school year. Students benefit from a modernized Career and Technical Education (CTE) welding program retrofitted by Lincoln Electric, as well as the state's first and only EMT certification program—preparing graduates for both college and high-demand careers.

For a superintendent, Republic offers the opportunity to lead a forward-thinking rural district with growing enrollment, strong community pride, innovative programming, and momentum for the future.



District Strengths

- Close-knit, supportive rural community deeply invested in student success
- Small K–12 campus fostering strong relationships and personalized learning
- Student-centered culture with graduates well prepared for life beyond high school
- Positive labor relations and strong alignment among board, staff, and community
- Modernized facilities, expanding technology, and strong CTE programming
- Sound fiscal practices and responsible financial stewardship
- Accessible leadership environment with high visibility across campus
- Rich small-town traditions, strong community pride, and abundant outdoor recreation
- Anticipated local economic growth with potential enrollment increases

Challenges & Opportunities

- Addressing the impacts of poverty and economic instability on students and families
- Expanding social, emotional, and behavioral supports for students
- Sustaining consistent leadership and long-term strategic direction
- Navigating the realities of a rural, geographically isolated setting
- Continuing facility improvements and program growth
- Recruiting and retaining high-quality staff in a small district environment



Professional Qualifications

Personal Qualities

- Superintendent certification preferred (or willingness to pursue)
- Successful experience as a teacher and school or district leader
- Experience in small, rural, and/or high-poverty districts strongly valued
- Proven ability to build strong teams and implement long-term strategic plans
- Strong financial and budget management skills
- Demonstrated success securing and managing grants or external funding
- Commitment to collaborative governance and transparent board relations
- Understanding of systems that support both academic success and student well-being

- Visible, approachable, and relationship-driven leader
- Strong communicator committed to transparency and engagement
- Collaborative, consistent, and solutions-oriented
- Empathetic, resilient, and student-focused
- High integrity with a strong ethical foundation
- Appreciates and embraces small-town values and rural community life
- Passionate about continuous improvement and sustained district success

School Board

Amy Rooker *Board Chair*

Travis Fletcher *Board Vice-Chair*

Jack Hamilton *WIAA Rep.*

Steven McGinley *Legislative Rep.*

Thomas Thorn *Director*

Compensation

Republic is offering a three year contract with compensation commensurate to school districts of like size in Eastern Washington.

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Republic application form (request from 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 Challenges & Opportunities noted above in the vacancy announcement.

Send an electronic copy of all application materials to:

Andy Wolf, Consultant: awolfsearch@outlook.com

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

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

Applications received by March 6th, 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