



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

This is a half-time superintendent position, intentionally structured to reflect the size, needs, and close-knit nature of the Kahlotus School District.



Our Mission:

"The Kahlotus School District shall strive for academic excellence and growth in a nurturing environment that encourages students to reach their full potential as responsible individuals."

Our Motto: H.O.W.L.

Honest, Optimistic, Welcoming, Learners

At Kahlotus Schools, we believe in preparing students for success in college, career and civic life. Incorporating academically challenging learning activities and real-world lessons and applications are a priority across the curriculum.



The Kahlotus Community...

Kahlotus is a very small rural community with a population of approximately **150 residents within the city limits**, making it one of the smallest incorporated towns in Washington State. The town's small size creates a close-knit, neighborly atmosphere where residents often know one another personally and maintain strong community connections. The population includes a mix of families, working adults, and retirees, reflecting a stable, multigenerational rural community rooted in agriculture and small-town living.

Kahlotus is a close-knit rural community shaped by strong relationships, shared traditions, and a deep sense of local pride. With a small population, residents value visibility, accessibility, and meaningful involvement in community life. Neighbors know one another

personally, and multi-generational families contribute to a strong sense of continuity and belonging.

Community participation is active and personal. Local events, such as Kahlotus Days, are well supported, reflecting a culture where showing up matters. At the center of this community life is the school, which serves as a primary gathering place for events, celebrations, athletics, performances, and community meetings. It is a space where residents of all ages connect, reinforcing the strong ties that define Kahlotus.

The culture of Kahlotus is rooted in authenticity, shared responsibility, and the understanding that the school and community grow stronger together.

Kahlotus offers a peaceful rural lifestyle with wide open landscapes, big skies, and a strong sense of safety and stability. Residents enjoy low traffic, affordable living, and a slower pace that allows for meaningful relationships and community involvement. As a very small town, amenities are limited to essential services, including local gas pumps and a volunteer fire department - further reflecting the community's close-knit and self-reliant character.

The local economy is primarily agricultural, supported by wheat farming and cattle ranching, along with regional employment opportunities in nearby communities. Many residents commute to Connell or the Tri-Cities area for additional services, shopping, healthcare, and entertainment while enjoying the quiet comfort of small-town living at home.

A unique feature of Kahlotus is the district-owned swimming pool, operated by the school and open to the community during the summer months. The pool serves as a gathering place for students and community members, further reinforcing the strong connection between the school and the town.

For more information about the community visit:

[City-of-Kahlotus-Washington](https://www.cityofkahlotus.com/)



The Kahlotus School District...

Kahlotus School District serves under **50 students** in **Preschool through 12th grade**, operating as a single Pre-K–12 campus that fosters strong cross-grade connections and individualized attention.

Given the district's small size, single Pre-K–12 campus, and strong staff continuity, the superintendent role is structured as a **half-time position**. This model allows for focused, relationship-driven leadership while maintaining a visible presence in the school and community. The Board values a superintendent who is highly engaged, accessible, and able to balance strategic oversight with day-to-day connection.

Kahlotus has a small, dedicated team of fewer than 25 staff members, including a Superintendent, Principal, 11 certificated teachers, 8 classified staff, and a dedicated Social Worker/SEL specialist

Grade levels are thoughtfully grouped to maximize collaboration and personalized learning: **Pre-K, Kindergarten/1st, 2nd/3rd, 4th/5th, Middle School (6–8), and High School (9–12)**. This structure allows for strong peer mentorship, flexible instruction, and meaningful relationships across grade levels.

Kahlotus School District is committed to strong academic growth for every student. Core instruction is supported by universal screening and regular assessments, including DIBELS, STAR, WA-KIDS, and SBAC, ensuring instruction is responsive and targeted. Students benefit from a comprehensive elementary, middle, and high school curriculum designed to build strong foundations and real-world readiness. They consistently perform well on state assessments, with opportunities for dual credit and academic acceleration that support college and career pathways.

Every student is equipped with a 1:1 Chromebook, ensuring access to technology that enhances learning and digital skill development.

Kahlotus School District provides a comprehensive academic program for students in Pre-K–12, including:

Academic & Career Pathways

- Core academic instruction aligned to Washington State Standards
- Highly Capable (Hi-Cap), Learning Assistance Program (LAP), reading groups, and
- 1-on-1 academic support
- Career & Technical Education (CTE)
- FFA (Agricultural Education) with access to our on-site greenhouse for hands-on learning

Clubs, Activities & Athletics

- Pep Band and Honors Band
- Art Club
- Food Ambassadors Club
- Middle and high school athletics through a cooperative agreement with Connell, offering
- a full range of interscholastic sports
- District-owned community pool offering water safety courses, swim lessons, and PE
- swim units

Kahlotus students and programs consistently participate in academic, athletic, and Career & Technical Education (CTE) events, including Honors and Pep Band, Mass Band, FFA, regional science fairs, and a regional art show.

Our Agriculture program was awarded a \$40,000 CASE grant to enhance classroom supplies and instructional materials, strengthening hands-on learning opportunities for students. CTE students advance to state and national competitions, and our Highly Capable (Hi-Cap) students represent KSD at the State Future Problem Solvers competition - showcasing strong leadership and academic excellence.

In addition, our Food Services Department earned a \$19,000 Farm to School grant and has been recognized for innovative, student-focused recipes that support nutrition and local partnerships.

Recent & Upcoming Facilities Improvements

The Kahlotus School District has officially begun its building remodel project in 2024 with a planning grant awarded through OSPI. ALSC Architects was selected to remodel the facility, and Construction Services Group will oversee construction beginning in June of 2026. In April 2025, the district was awarded a \$6 million Small School District Modernization Grant following the Washington State legislative session.

For more information about the Kahlotus School District visit:

www.kahlotusd.org



This position offers an opportunity for an experienced educational leader seeking a meaningful leadership role in a small rural district. Kahlotus School District utilizes a half-time superintendent structure and is seeking a leader who values strong relationships with students, staff, and the community while helping guide the district's continued progress and success.

District Strengths

- **Close-knit school and community culture**
Kahlotus is a small rural community where the school serves as the center of community life and relationships between families, staff, and students are strong.
- **Highly personalized learning environment**
Small class sizes allow teachers to know students well and provide individualized attention and support.
- **Dedicated and caring staff**
Teachers and staff demonstrate a strong commitment to students and work collaboratively to ensure every student feels supported.
- **Strong community support for the school**
Community members value their local school and regularly show support through participation in school activities and events.
- **Responsible financial stewardship**
The district has demonstrated careful fiscal management and has successfully secured outside funding to support facility improvements.

Challenges & Opportunities

- **Building enrollment and strengthening community engagement**
Like many rural districts, Kahlotus is focused on building student enrollment and developing deeper connections with families and the community.
- **Ensuring long-term program sustainability**
Maintaining strong academic and extracurricular opportunities within a small district requires thoughtful planning and leadership.
- **Strengthening trust, communication, and alignment**
The district is seeking a leader who will build strong relationships and foster a culture of collaboration across the school community.
- **Balancing community expectations and differing perspectives**
Leadership in a small community requires thoughtful listening, communication, and relationship-building.
- **Preparing students for opportunities beyond Kahlotus**
Ensuring students graduate ready for college, career, and life beyond the community remains a central focus.



Professional Qualifications

- **Experience in small or rural school districts**
Understanding the dynamics and opportunities of rural communities is important for success in Kahlotus.
- **Strong leadership and organizational management skills**
The superintendent must be able to manage multiple responsibilities within a small district environment.
- **Fiscal awareness and responsible resource management**
Experience managing budgets and making thoughtful financial decisions is essential.
- **Personnel leadership and relationship building**
The ability to support staff, address challenges constructively, and build a positive school culture is important.
- **Community engagement and communication skills**
The superintendent must communicate effectively with staff, families, and the community.

Personal Characteristics

- **Approachable and relationship-focused**
The next superintendent should be someone who builds strong relationships with staff, students, and community members.
- **Visible and engaged in the community**
Board members value a leader who is present in schools and active in community life.
- **Honest, transparent, and trustworthy**
Integrity and openness are essential qualities for building trust.
- **Strong listener and communicator**
The superintendent should ensure that people feel heard and informed.
- **Professional and steady under pressure**
The ability to remain calm, thoughtful, and constructive during challenging situations is important.
- **Committed to students and their success**
The board seeks a leader who places

- **Understanding of governance roles and responsibilities**
The ability to work productively with the board and maintain clear organizational structures is essential.

student success at the center of decision-making.



Kahlotus School Board

Kelly Cochrane
Chair, 8 years

Chance Trainer
Vice Chair, 8 years

Bryan Romeike
WIAA Rep, less than 1 year

Don Savelesky
Legislative Rep, less than 1 year

Joe Roach
Board Clerk, 25 years

Devon Palencia
Student Rep, less than 1 year

Compensation

Kahlotus School District will negotiate a half-time superintendent contract with a competitive salary and benefits package comparable to districts of similar size, with final compensation commensurate with experience and qualifications.

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Kahlotus application form (available from any of the addresses below)
- A current resume
- Three to five letters of recommendation from current position and recent positions
- A written statement explaining how you plan to address two of the challenges and opportunities noted in this vacancy announcement

Send an electronic copy of all application materials to:
Joel Aune, Owner/Chief Operating Officer: gunderaune@gmail.com
Tom Rockefeller, Owner/Chief Operating Officer: rockefelleratom34@gmail.com

Applications received by April 16, 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

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

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