



presents an invitation to apply
for the position of
**SUPERINTENDENT/
PRINCIPAL/
BUSINESS MANAGER**
Paterson School District
Paterson, Washington



Respecting Traditions. Shaping Futures.

Our Mission: *To serve Paterson children by building an uncommon school where students partake of a rigorous, extended day academic program that gives them the means to succeed in school and life, no matter their background or circumstance.*

To shape an intimate, supportive, engaging school community where classes are small and personalized; where parents are partners; where teachers teach with passion and commitment; and where all the adults model - and all the students develop and live - the values of caring, courage, justice, respect, and responsibility.

To generate for students a transformative experience at an age when they are forging their very identities and lifetime aspirations and to cultivate in them the belief that they shape their own destinies: each one worthy of greatness and goodness, each one capable of-and responsible for-serving the community and the world around them.



The Paterson Community...

Overlooking the Columbia River in south central Washington, the community we serve is small, rural, and unincorporated. The local economy is determined by the health of an extremely varied agricultural industry. 100% of our students qualify for Free/Reduced meals through Provision 2 and HB 1238. Many of our families travel 35-40 miles to reach the

nearest cities to access adequate medical facilities, clothing and food stores, and library systems. Time and money limit these travels for most.

The District has been very successful in securing grants that support our students, and we have developed a strong college-bound culture in Paterson. Through these grants, we have initiated a STEM program and increased the technology available to students at all grades. Paterson continues to provide support for our students after they graduate from our K-8 District and move on to their high school-serving district. This enables us to continue to offer students the additional support they need to successfully graduate from high school and pursue post-secondary educational opportunities.

For more information about the community visit:

[Paterson, Washington](#)



The Paterson School District...

The Paterson School District is a one-school, K-8 district that serves nearly 140 students, including those in our pre-school program. The district has a family-type atmosphere, is fiscally sound, and enjoys the strong support of its close-knit community. Class sizes are small and teachers and staff are experienced, imaginative, and committed to serving all students.

Paterson School has been recognized with the School of Distinction award five times - in 2008, 2015, 2016, 2017, and 2018. Only four Washington schools have won the award five times and only three Washington schools have won the award more than five times. Paterson School District has also received the National ESEA Distinguished Schools Award in 2023 and 2024 for exhibiting exceptional student performance and academic growth.

District at a Glance

STAFF

- Staff of 26 part and full time people
- 10 Certificated Teachers and 2 Certificated Specialists - over 83% with at least a Master's Degree - 11.9 Years - Average Years of Teaching
- Part-time Registered Nurse (RN)
- 3 Classroom Assistants
- Office Administrative Secretary/Translators/IT Specialist
- Transportation Department and Food Services Department

STUDENT ENROLLMENT

- 140 Students K-8
- 10 Students Pre-K

DEMOGRAPHICS

- 61% White
- 38% Hispanic
- 14% English Language Learners
- 52% Low-Income
- 100% qualify for free or reduced priced meals based on Provision 2 and HB 1238 for the next 3 years

For more information about the Nespelam School District visit:

www.patersonschool.org



The Position...

Paterson School District Leadership Search

Paterson School District is seeking an educational leader to serve as Superintendent/Principal and Business Manager beginning July 1, 2026. The candidate selected will have effective, successful experience as an educational leader and administrator; strong decision-making and problem-solving abilities; an understanding of school finance and sound fiscal management skills; committed to maintaining a safe environment; and an ability to lead the district in visionary planning.

KEY RESPONSIBILITIES

The key responsibilities of the Superintendent include, but are not limited to the following:

- Provide leadership in all areas of teaching and learning: curriculum, data analysis and professional development.
- Possess a solid understanding of the Learning Standards for Washington State, STEAM initiatives and Next Generation Science Standards, and an ability to create and maintain a climate fostering rigor, responsibility, and relationships.
- Maintain and reinforce effective communications and collaboration throughout the District, within the Paterson community, and neighboring school districts.
- Work with the Board to identify and prioritize policies for overall governance.
- Responsible for a system of supervision and evaluations for all staff designed to meet the goals of the school district.
- Lead, guide and direct every member of the instruction and support services teams in moving forward with the Paterson Mission statement and Our Uncommon common Values
- Manage and organize all resources available to the District in the best interests of the students and the school system.

Budget: \$2.5 million

District has successfully passed all of its M&O Levies - Strong Community Support District passed a construction bond in 2025 to pay its non-high portion to Prosser School District to pay for their construction bond.

Duties to include, but not limited to:

SUPERINTENDENT:

- Public face of the Paterson School District
- Motivate and Inspire
- Establish and maintain liaison with other school districts working with stakeholders, patrons and taxpayers to design and implement a shared vision for quality education in our community
- Maintain safety and security programs and protocols
- Facilitate curriculum adoption
- Other roles such as Special Education Director, Federal and State Programs, Food Director, etc.

PRINCIPAL:

- Build and foster relationships between staff and community
- Develop daily schedules that enhance the student learning environment while maximizing teacher resources
- Support and encourage staff
- Conduct staff evaluations
- Liaison between parent/student/teachers
- Maintain and adapt Multi-Tiered Systems of Support for continued student and building success

BUSINESS MANAGER:

Fiscal Management – All areas including:

- Building and Monitoring Budgets, including but not limited to, F195, F196, F203, Audits, Cash Flow Analysis, Reconciling with the County, etc
- Grant Writer/Program Manager, through EGMS system and the Private Sector
- Payroll/Benefits
- Accounts Payable/Receivables
- DRS/Taxes

Personnel – all areas - certificated and classified staff

- Contracts
- Hiring Process
- Discipline
- Evaluations
- Transportation
- Food Services
- Custodial



Our Uncommon Common Goals

- **Take a Stand.** We know that it's possible to prepare every child for the opportunity of post secondary education. We are smart and strategic about the things we choose to do.
- **Right is Right.** We hold ourselves and each other to uncommonly high standards. We do what's right for our students - even if it's difficult.
- **All Hands.** We encourage rigorous discussion, voice our best ideas, and communicate respectfully. We're in this together and assume the best of others.
- **Get Better.** We invest in our own and others' development. We encourage each other to excel.
- **The Joy Factor.** We believe learning should be fun and feel the same way about our work. We celebrate our successes - big and small, and take the time to appreciate others.



Challenges & Opportunities

- Administrative staff with responsibilities in multiple programs.
- Navigating state expectations within a local context. State-level policies and mandates can present challenges when they intersect with local values, creating an opportunity for thoughtful leadership that balances compliance with community voice.
- Recruit, support, and retain high-quality competent staff.
- Maintain effective communication and transparency among district, staff, board, families, and community
- Maximize the use of resources while continuing to deliver excellent programs and services
- Expand funding opportunities through creative grant writing and partnerships
- Maintaining a strong, healthy budget under the impacts of recent financial changes
- Build on the district's strong foundation to demonstrate excellence and value under effective leadership
- Clearly demonstrating the district's commitment to academic excellence and preparing informed, engaged citizens
- Maintaining a focus on student achievement, personal growth, and positive outcomes for all learners
- Exploring opportunities to expand vocational offerings for students when financially feasible



Professional Qualifications

- Master's Degree and possess or verify eligibility for Washington State Principal's Certificate.
- Minimum of 10 years in education sector.
- Understanding and endorsement of the Learning Standards for Washington State as well as the Washington State Assessment and Testing requirements; including common core state standards.
- Trained in Teacher Evaluation Process (TPEP), with a working knowledge of Danielson Framework preferred.
- Prior experience as an instructional leader who has worked with staff to implement innovative curriculum, best practices, and collaborative practices.
- A successful track record of integrating technology into the curriculum and classrooms practices.
- Approachable, accessible, and flexible to students, parents and all staff members.
- Sensitivity and respect when working with students and parents of all demographics.
- Willingness to continue implementing the work that has been started.
- A proven record of successful teaching and administrative experience in a public-school district, preferably in a rural community. Residency in the district is not required.
- Highly visible in the school and community; actively participates in school and community activities.

Personal Characteristics

- Honesty, transparency, and integrity
- Able to work well and respectfully with many personalities
- Seeks first to understand and then to be understood
- Strong people skills and a desire to make and nurture relationships
- Excellent communication skills in speech and in writing
- Strong problem-solver
- Approachable and visible at school and community events
- Ability to seek ample input and make difficult decisions without being swayed
- Willingness to understand the Native culture and lifestyle
- Team player



Board of Directors

Sarah Maddox
Chair

Lydia Lyon
Director

Taryn Hartley
Director

Lindsay Joshlin
Director

Shane Munn
Director

Compensation

The school board will negotiate a multi-year contract of 214 days per year and a salary 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 Paterson position
- A personal statement regarding educational philosophy
- A completed Paterson application packet (available from any of the addresses below)
- A current resume
- Copy of administrative license or proof of eligibility to obtain one
- Three to five letters of recommendation from current position and recent positions

Send an electronic copy of all application materials to:
Gene Sementi, Consultant: sementi8822@gmail.com
Joel Aune, Owner/Chief Operating Officer: gunderaune@gmail.com
Tom Rockefeller, Owner/Chief Operating Officer: rockefelleratom34@gmail.com

Applications received by April 10, 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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