



presents an invitation
to apply
for the position of
Principal
Kahlotus School
K-12
Kahlotus, Washington



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](#)



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





School 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.

Complexities and Potential

- **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.
- **Consistent and effective student discipline leadership**
Ability to establish, communicate, and consistently implement fair and appropriate behavioral expectations across all grade levels
- **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.
- **Addressing student behavior**
Applying consistency in expectations and maintaining a safe and supportive school environment.



- **Experience in small or rural school settings**
Understanding the dynamics and opportunities of rural communities is important for success in Kahlotus.
- **Strong instructional leadership**
Demonstrated ability to support high-quality teaching and learning, use data to inform decisions, and ensure students are prepared for success beyond Kahlotus.
- **Staff leadership and development**
Proven ability to support, coach, and develop staff while fostering a positive, collaborative, and aligned school culture.
- **Organizational leadership and school management**
Ability to effectively manage day-to-day operations while ensuring consistency, alignment, and long-term program sustainability.
- **Student-centered leadership**
Experience supporting student engagement, behavior, and attendance through proactive, relational, and inclusive practices.
- **Community engagement and communication**
Ability to build trust through clear, consistent communication and meaningful engagement with families and the broader community.
- **Consistent and effective student discipline leadership**
Ability to establish, communicate, and consistently implement fair and appropriate behavioral expectations across all grade levels.

- **Approachable and relationship-focused**
Builds strong, positive relationships with staff, students, families, and community members.
- **Visible and engaged**
Maintains a strong presence in classrooms, hallways, school activities, and community events.
- **Honest, transparent, and trustworthy**
Leads with integrity and builds trust through open, consistent communication.
- **Strong listener and communicator**
Values multiple perspectives and fosters a culture of respect, collaboration, and shared understanding.
- **Steady and professional under pressure**
Remains calm, thoughtful, and solution-oriented when navigating challenges and differing perspectives.
- **Student-centered**
Keeps student learning, well-being, and belonging at the center of decisions and actions.
- **Confident and respectful decision-maker**
Willing to address difficult issues directly while maintaining professionalism and strong relationships.



Compensation & Benefits

Kahlotus School District will negotiate a principal 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 personal statement regarding your educational philosophy

Send an electronic copy of all application materials to:
Joel Aune, Owner/Chief Operating Officer: gunderaune@gmail.com
Tom Rockefeller, Owner/Chief Operating Officer: rockefellerom34@gmail.com

Applications welcome until position is filled
 The District retains the right to accept applications until a Principal is selected

Application materials will become property of NWLA and the school, and will not be returned to the applicant
 Please do not contact the school 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



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