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presents an invitation  
to apply  
for the part-time  
position of

**Superintendent**

Palouse School District  
PK-12  
Garfield-Palouse  
Cooperative,  
Palouse, Washington  
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**Mission Statement:**

*Provide educational programs of the highest quality for all students in order to prepare them for their future. These programs shall provide an environment that allows each student to:*

- *Learn academic skills that would enable them to be life-long learners.*
- *Become aware of their cultural heritage and their responsibilities in a democratic society.*
- *Develop interpersonal communication, problem-solving, and decision-making skills.*
- *Become aware of possible careers and to receive appropriate vocational orientation and training.*



**The Palouse Community...**

The small town of Palouse, located in eastern Washington, is a quiet, historic farming community nestled within the rolling hills of the Palouse region. Known for its picturesque setting along the Palouse River, the city features charming early 20th-century architecture, including its well-preserved downtown and iconic brick buildings.

Agriculture - particularly wheat farming - has long been the backbone of the local economy, shaping both the landscape and lifestyle. Today, Palouse offers a peaceful, small-town atmosphere while attracting visitors with its scenic beauty, local events, and access to nearby outdoor destinations like Kamiak Butte County Park.

Visitors to the Palouse can explore a variety of outdoor and cultural attractions. Popular viewpoints like Steptoe Butte State Park offer panoramic views of the rolling hills, especially stunning at sunrise and sunset. The historic Palouse Falls State Park features a dramatic 198-foot waterfall plunging into a rugged canyon, providing one of the region's most iconic sights. Scenic drives, biking routes, and hiking trails weave throughout the countryside, while local wineries, small-town museums, and seasonal festivals give visitors a taste of the area's rural charm and heritage.

For more information about the community of Palouse visit:

[www.palousewa.gov](http://www.palousewa.gov)



## The Palouse School District...

The Palouse School District is a small, rural district of 180 students, located in central Whitman County. We serve students in both our elementary and high schools and partner with the Garfield School District to provide middle school education. Our community is deeply supportive of our schools and truly values education.

We are seeking a superintendent who understands the strong local ties our school maintains and who brings the enthusiasm needed to help our district grow.

### **GARFIELD-PALOUSE COOPERATIVE**

As part of the Garfield-Palouse Cooperative, Palouse School District #301 and Garfield School District #302 partner to provide enhanced, local educational opportunities for the communities of Garfield and Palouse in southeastern Washington while keeping strong roots in their hometown schools.

The building in Palouse serves Palouse Elementary School (grades P–5) and the Cooperative Garfield-Palouse High School (grades 9–12).

For more information about the Palouse School District visit:

[www.garpal.net](http://www.garpal.net)

## District Strengths

- The Co-op District relationship with Garfield School

## District Challenges

- Continue to emphasize the importance of the Co-Op, and

- Our CTE Programs are strong
- The Palouse district is financially sound
- We do what is best for kids



nurture positive relationships between districts

- Small district needs can take a toll on staff
- Parents, kids, and staff are all very busy
- Transition to Kindergarten funding is being reduced, and the district would like to find a way to continue the program



## Professional Qualifications

- Has prior experience with a cooperative district (*preferred*)
- Has prior successful experience as a school administrator
- Has knowledge of P-5 and 9-12 curriculum and best practices in order to lead administrative, certificated, and classified staff in their efforts toward school improvement
- Has familiarity with legislative issues, school finance, federal and state grants, and ensures that all funding opportunities are pursued
- Has experience with and willingness to oversee facility improvement and maintenance
- Has experience with Small School Modernization Grants
- Has experience mentoring leadership staff
- Has or willing to get a Washington State Superintendent Certificate

## Personal Characteristics

- Enjoys small rural communities
- Understands the needs of a small, rural school district
- Connects with the community and is present and visible in the community
- Has a family first approach and builds partnerships with families and community
- Is enthusiastic, positive, flexible, and innovative
- Is outgoing and approachable
- Has high degree of moral integrity, honesty and diplomacy
- Is able to take a stand when needed, and to defend the stand
- Has an open and collaborative leadership style that fosters a sense of teamwork, common purpose and ability to resolve conflicts
- Has a willingness to delegate management tasks as appropriate and hold self and others accountable for high-quality results



- Places students' learning and safety first
- Values the experience of the staff
- Has strong written communication skills used to unite students, staff and community members

## Board of Directors

Jess Smith  
Trisha Johnson  
Shealyn Holbrook  
Jaimie Slocum  
Vanessa Moore

## Compensation & Benefits

Palouse School District will negotiate a superintendent contract with a competitive salary of \$75,000-\$85,000 for 0.5 FTE/130 day position.

## Application Packet

A completed application packet should include the following:

- A formal letter of interest
- A current resume
- Three letters of recommendation from current position and recent positions
- A copy of Administrator Certificate, or proof of eligibility to obtain one

Send an electronic copy of all application materials to:

**Joel Aune, Owner/Chief Operating Officer:** [gunderaune@gmail.com](mailto:gunderaune@gmail.com)

**Gene Sementi, Consultant:** [sementi8822@gmail.com](mailto:sementi8822@gmail.com)

**Tom Rockefeller, Owner/Chief Operating Officer:** [rockefelleratom34@gmail.com](mailto:rockefelleratom34@gmail.com)

### Application deadline: This position is open until filled

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](mailto:gunderaune@gmail.com)

Northwest Leadership Associates | [gunderaune@gmail.com](mailto:gunderaune@gmail.com) [gunderaune@superintendentsearch.com](mailto:gunderaune@superintendentsearch.com) | Richland, WA 99352 US

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