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presents an invitation to apply  
for the position of

**SUPERINTENDENT/  
PRINCIPAL**

Touchet School District  
Touchet, Washington  
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**Our Motto:**  
*"Flying High in Touchet Pride"*



## The Touchet Community...

Touchet is a small, rural community in Walla Walla County, Washington, with a population of roughly 400-500 residents and a steadily growing profile. The area features a blend of conservative agricultural roots and small-town charm, with a diverse population that includes a significant Hispanic/Latino community, contributing to a rich cultural mix.

Community support for the schools is strong and visible at academic events, performances, and athletic contests, where families and residents regularly gather to celebrate student success. The culture in Touchet is welcoming, student-centered, and proud, reflected in the district's "Flying High in Touchet Pride" campaign and the high turnout for school and community events.

Local recreation opportunities include youth sports, outdoor activities in the surrounding fields and hills, and regional events in nearby Walla Walla, giving families access to both quiet rural life and broader cultural and recreational amenities.

Historically rooted in agriculture and small-town traditions, the community values its school district as the hub of local life and a key driver of quality of life and the local economy.

For more information about the community visit:

[www.facebook.com/TouchetWashington](https://www.facebook.com/TouchetWashington)



## The Touchet School District...

Touchet School District serves students from ECEAP and Transitional Kindergarten through grade 12 on a single, close-knit campus, offering a comprehensive program that supports learners from early childhood through graduation.

The district runs an integrated ECEAP–TK model recognized at the state level for blending funding and program components to benefit young learners. At the high school level, students access a comprehensive program that includes multiple college-in-the-high-school and dual-credit opportunities, allowing them to earn college credit while completing graduation requirements.

Core offerings are complemented by band, robotics, agriculture education, art, and Spanish, giving students a broad mix of academic and elective pathways aligned with both college and career readiness.

The district employs 18 teachers with a range of experience levels, providing a balance of veteran leadership and fresh perspectives in instruction. The middle and high school facilities have been renovated within the last decade, reflecting a community investment in modern, safe, and functional learning environments.

The district's strategic plan centers on four pillars - instruction; aligned curriculum and assessment; social and emotional needs; and a safe and caring environment - reinforcing a strong focus on student academics and whole-child support.

Communication is a district priority, with monthly "Coffee with the Superintendent" and interactive community meetings designed to keep families and stakeholders informed and engaged.

For more information about the Touchet School District visit:

[www.touchet.k12.wa.us](http://www.touchet.k12.wa.us)





## District and Community Strengths

- Touchet is a close-knit, small-town community with deep roots and strong relationships
- We have deep generational ties - families with long-standing connections to the community
- Our district has a small school environment with favorable student-to-teacher ratios
- We have dedicated, experienced staff and strong elementary program
- Touchet School District has strong community support, including local organizations (e.g., Lions Club)
- We have positive school culture elements - school spirit, traditions, and extracurriculars
- Our district has a safe environment where all students are welcome
- Touchet School District has passionate parents and community members who care deeply about the school



## Challenges and Pressures

- Declining enrollment and loss of students to other districts
- Limited course offerings and opportunities at the high school level
- Difficulty sustaining programs (e.g., athletics) due to small student population
- Housing limitations impacting recruitment and retention
- Funding pressures and broader financial constraints
- Staff morale concerns, including conflict, grievances, and lack of cohesion
- Community concerns about transparency and communication



## Professional Qualifications

*We are looking for a well-rounded, practical leader with strong operational and people skills*

- Master's Degree and possess or verify eligibility for Washington State Principal's Certificate.
- Prior administrative experience, preferably in a small school district
- Strong background in school finance and budgeting
- Understanding of legal requirements, contracts, and union negotiations
- Ability to use data to inform decisions
- Experience with personnel management and supervision

## Personal Characteristics

*We are seeking a leader who can restore trust, stabilize culture, and lead with both strength and empathy*

- Relationship-driven and invested in the community
- Visible, approachable, and actively engaged with staff and families
- Honest, transparent, and trustworthy
- A strong communicator - clear, direct, and respectful
- Consistent and fair in decision-making
- Emotionally intelligent, humble, and grounded

- Strong communication skills across multiple audiences
- Knowledge of governance and the board–superintendent relationship
- Instructional leadership grounded in improving student learning

- Willing to lead with firmness when needed (“backbone”)
- Able to navigate conflict and disagreement productively
- A team builder who can unify staff and rebuild culture

## Board of Directors

Touchet School District is governed by a five-member Board of Directors composed of dedicated, student-focused community leaders. The board includes:

Joe Zuger, *Board Chair*

Ashley Carlisle, *Assistant Chair*

Lincoln Short, *Director*

Sylvia Schaeffer, *Director*  
*returning member of the board*

MaryAnn Gallaher, *Director*  
*first year on the board*

## Compensation

The school board will negotiate a multi-year contract and a salary based on experience, qualifications, and responsibilities that is competitive with districts of a similar size.

## 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 Touchet position
- A personal statement regarding educational philosophy
- A completed Touchet 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 and recent positions

Send an electronic copy of all application materials to:

**William Jordan, Consultant:** [wci.wvpi@gmail.com](mailto:wci.wvpi@gmail.com)

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

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

**Applications received by May 15, 2026 will receive first consideration**

The District retains the right to accept applications until a superintendent/principal 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](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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