Tomorrow's Leaders Today
Northwest Leadership Associates

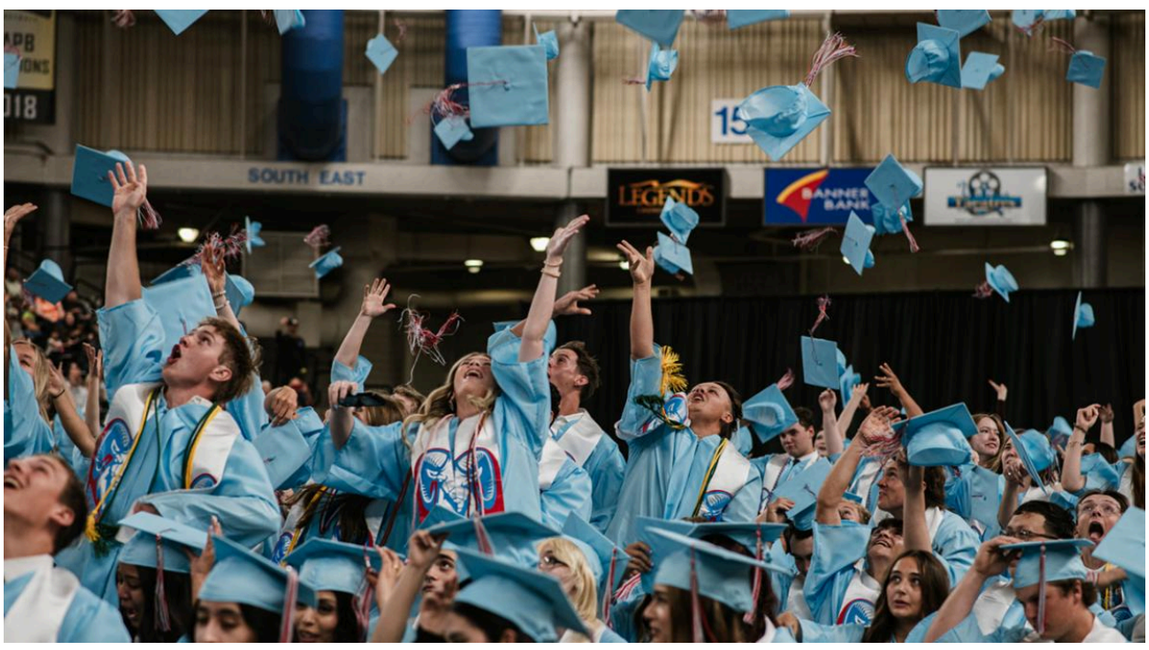
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presents an invitation to apply
for the position of
SUPERINTENDENT
West Valley School District
Yakima, Washington

WEST VALLEY SCHOOL DISTRICT

An innovative culture of learning

Ready to Learn.
Ready to Grow.
Ready to Rise Together.



Our Community...

The West Valley attendance area includes neighborhoods within the city limits of Yakima as well as rural areas in Yakima County that extend into the foothills of the Cascade Mountains.

In addition to having a strong agricultural base, Yakima is the hub for health care and industry in Central Washington State. Higher education partners include Yakima Valley College, Central Washington University, and Heritage University.

Opportunities for outdoor activities are plentiful with four distinct seasons for hiking & skiing.

For more information about Yakima:
www.yakimawa.gov
and
www.yakimacounty.us



Our District...

The West Valley School District #208 is a high-performance system that serves approximately 5,500 students in six elementary schools, the West Valley Mid-Level Campus (grades 6-8), the West Valley Innovation Center (grades 7-12), West Valley High School (grades 9-12), and the West Valley Virtual Academy (grades K-12).

All six of the elementary schools have been recognized by Washington State for high student achievement; West Valley Junior High was recognized as a Lighthouse School for STEM Education; the Innovation Center has been designated as a Demonstration Site for the Mastery-Based Learning Project; and West Valley High School, which offers over 40 College in the High School classes, was recognized with OSPI's Career Guidance Award of Excellence.

The West Valley community values a student-centered educational experience with high standards for academic excellence. Student scores on standardized tests are consistently higher than the state average for nearly every grade and every content area. Both Ahtanum Valley Elementary and Cottonwood Elementary were designated as Bright Spots by a national publication for having the highest reading scores in Washington State for schools that had similar free/reduced lunch rates. Apple Valley Elementary was identified by the U.S. Department of Education as a Blue Ribbon School, one of only two schools in Washington State to receive this recognition in 2023. The West Valley School District is proud to cultivate a strong culture of continuous improvement.

West Valley High School's graduation rate has increased consistently over the past eight years from 82% for the Class of 2018 to 91% for the Class of 2025. The district prioritizes academic rigor for all students with robust secondary course offerings in two world languages, honors, Advanced Placement, and College in the High School dual credit coursework. All secondary students are encouraged to explore their personal interests in a variety of electives including Culinary Science, Drones, Art, and Computers at the middle level, and a wide range of options at the high school.

The school district partners with community organizations for Cradle-to-Career success. West Valley was designated as an AASA Lighthouse System for Early Learning, the first school district in the nation to receive this recognition. The district coordinates a wide array of strategies to engage families before their children enter kindergarten, including daily preschool options and weekly Play and Learn sessions at every elementary school.

The sought-after Highly Capable program offers a cohort model for advanced learners in grades 3-8, a project-based learning class for sixth graders, HiCap Family Nights, and the annual district HiCap Showcase, where students across all grade levels display and present their work.

The district offers students many opportunities for engagement, belonging, and participation. West Valley's strong fine arts program includes an award-winning marching band, jazz band, and five secondary-level choirs. The West Valley Children's Theatre provides opportunities for high school students to mentor elementary students. Fine arts specialists serve every elementary school, and students can participate in middle and high school drama classes and the annual district musical.

JROTC thrives in West Valley with strong community support. The middle-level after-school program offers dozens of clubs throughout the year. The high school also offers many academic clubs that meet during and after school.

All secondary students are invited to participate in seasonal after-school sports. High school teams compete in the Columbia Basin Big Nine 4A league. Active booster clubs and full fan sections reflect the community's wholehearted support for student activities, athletics, and the arts.

The West Valley Innovation Center serves approximately 180 students with a mastery-based, project-based instructional program. Students are grouped into multi-year cohorts based on their career interests. Career pathways at the school include Computer Science, Health Science, STEM Robotics, and STEM Aerospace. Community partners assist students with real-world projects. During the past school year, in partnership with CubCrafters, a local single-engine airplane manufacturer in Yakima, students built an airplane on campus. The school's STEM Aerospace program has been designated by the Boeing Company as an official Boeing Preemployment Training Program for Aerospace Design, Fabrication, and Automation. West Valley facilitates many postsecondary options, including Registered Apprenticeship opportunities where students earn an hourly wage, high school credits, and college credits for on-the-job training.

The district's strategic plan emphasizes a culture of safety and belonging for each and every student. Family engagement is valued. Student demographics are approximately 50% White, 40% Hispanic, and 10% Other. In the first week of school, teachers at all grade levels, Pre-K through grade 12, participate in family engagement conferences to learn about their students and to make connections with families. Students, staff, and family members are surveyed annually to provide feedback. Recently, 94% of families agreed with the statement, "Adults in the school value and respect my racial/cultural identity."

For more information about the West Valley School District visit:
www.wvsd208.org

For more information about the West Valley School District Strategic Plan visit:
WVSD 208 Strategic Plan









District Strengths

Challenges & Opportunities

- **Dedicated staff and strong student relationships.** West Valley benefits from caring, experienced teachers and staff who build lasting relationships with students and families. Their commitment helps students feel known and supported.
- **Broad academic and career opportunities.** The Innovation Center, career and technical education, College in the High School, early learning, advanced learning, and JROTC provide valued opportunities for students with varied interests and goals.
- **School pride and community involvement.** Athletics, music, arts, clubs, and school traditions bring people together. Involved families and volunteers help make West Valley schools a center of community life.
- **A desirable district with a strong foundation.** Stakeholders describe West Valley as a district that attracts families and employees. Strong academics, an established strategic plan, and financial stability provide a foundation for continued improvement.
- **A community that values its students.** Across stakeholder groups, participants expressed pride in West Valley and a desire to preserve its strengths while expanding opportunities for every student.

- **Strengthening community trust and communication.** Build stronger connections with families and community members, including those without children in the schools. Clear communication about district decisions, priorities, and results, along with meaningful opportunities to be heard, will help strengthen public confidence.
- **Improving student learning and program quality.** Build on valued programs while improving academic outcomes for all students. Priorities include strong instruction, appropriate support and rigor, and access to academic and career opportunities across the district.
- **Preparing for growth and facility needs.** Housing growth, changing enrollment patterns, and aging buildings require thoughtful long-range planning. The next superintendent will need to engage the community in understanding facility needs and developing workable solutions.
- **Sustaining strong staffing and financial capacity.** Maintain responsible financial stewardship while attracting, supporting, and retaining quality staff. Align resources with student needs and address pressures on staffing, technology, and district support services.
- **Strengthening student belonging and engagement.** Address attendance, clear behavioral expectations, consistent and appropriate discipline, and student well-being while preserving the programs and relationships that connect students to school. Listening to students and families will help guide improvements in their daily school experience.





Professional Qualifications

- **Demonstrated success leading people and improving learning.** The next superintendent should bring a record of effective educational leadership and improved student outcomes. A strong understanding of instruction, curriculum, and the daily work of schools is essential.
- **Strong communication and community relations.** Explain decisions, evidence, and results clearly, and build productive relationships across the community. The ability to listen, respond to concerns, and work through

Personal Characteristics

- **Visible and engaged.** Maintain a strong presence in schools and the community. Show genuine interest in students, staff, and families through regular visits, conversations, and participation in events.
- **Approachable and willing to listen.** Welcome questions and differing viewpoints, listen carefully, and hear disagreement without becoming defensive. Help people feel comfortable raising concerns.
- **Honest, humble, and dependable.** Lead with integrity, acknowledge

disagreement will be especially important.

- **Sound financial and operational leadership.** Demonstrate responsible management of budgets, staffing, facilities, and district resources. Experience with bonds, levies, and planning for growth would be valuable.

- **Ability to develop leaders and effective teams.** Support administrators and staff, establish clear expectations, and follow through on accountability. Build a leadership team that works together and keeps student learning at the center of its decisions.

- **Effective work with the Board and community partners.** Work productively with the Board, respecting its governance role and providing timely information for decisions. Build partnerships with employers and community organizations while navigating local concerns and state requirements.

- **Thoughtful leadership of change.** Learn what is working in West Valley before making major changes. Preserve valued programs, address gaps, and connect improvement efforts to a clear direction with measurable progress.

mistakes, and follow through on commitments. Build confidence through consistent actions and open communication.

- **Steady and courageous in making decisions.** Use sound judgment, remain composed under pressure, and make difficult decisions when needed. Explain the reasons for those decisions and take responsibility for the results.

- **Fair and able to bring people together.** Respect differing perspectives and serve the whole district without favoritism. Build common ground while keeping the needs of students central.

- **Committed to West Valley.** Learn the district's schools, traditions, and community expectations. Become part of the community and demonstrate a commitment to staying and serving.



School Board

Joel Hede - ***District 1 (Vice President)***
Elected: November 2023

Natalie Shirzad - ***District 2***
Elected: November 2025

Haley Larson - ***District 3***
Elected: November 2025

James Kephart - ***District 4***
Elected: November 2023

Steve Wolcott - ***District 5 (Board Chair)***
Elected: November 2023

Compensation

The school board will negotiate a multi-year contract 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 this position.
- A completed West Valley application form (available from any of the addresses below).
- A current resume.
- A written statement explaining how you would address the first two of the Challenges and Opportunities listed in the vacancy announcement, plus one additional item of your choice from that list. Describe how your strengths would support your approach to each of these three areas.
- Three to five letters of recommendation from current position and recent positions.
- A copy of administrative license/ certification or proof of eligibility to obtain one.

Send an electronic copy of all application materials, PDF or Word format, to:
Joel Aune: **gunderaune@gmail.com**

with copies to:
Tom Rockefeller: **rockefellertom34@gmail.com**

Applications received by January 8th, 2027 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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