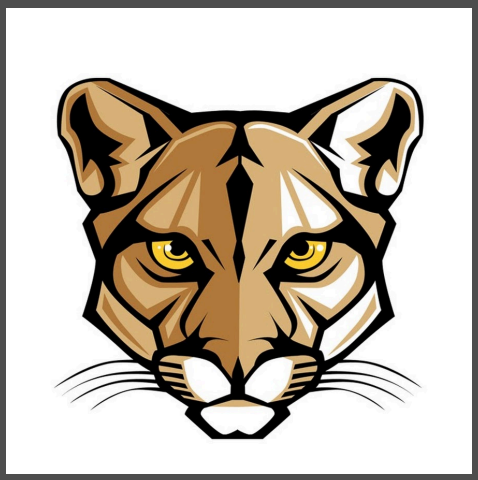
Tomorrow's Leaders Today
Northwest Leadership Associates

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presents an invitation to apply
for the position of
SUPERINTENDENT/
ELEMENTARY
PRINCIPAL
Wallowa School District
Wallowa, Oregon



Wallowa Vision & Mission

Students First – *Ensuring High Levels of Learning and Growth for Each Student!*

To accomplish this vision, the Wallowa School District staff create welcoming and engaging environments where:

- *Students come first*
- *People and relationships matter*
- *It is never too late to learn; a growth mindset and high expectations guide teaching and learning*
- *Learning and growth are ensured for each student*
- *Instructional time is prioritized and protected, with learning that is relevant and challenging*
- *Staff collectively impact student learning, ensure consistency, commit to collective agreements, and use common language*
- *Effective teaching and learning practices are part of every lesson, with clarity about what students are learning, why they are learning it, and how they will be successful, supported by explicit success criteria*
- *Students feel safe, supported, and cared for - physically and emotionally*
- *Positive support, and restorative approaches to behavior are practiced and social-emotional learning and trauma-informed practices are embedded*
- *Language and communication build agency and identity*
- *Engagement with community is valued*



Our Community...

Wallowa is a welcoming small town in northeastern Oregon, set at the gateway to the Wallowa Mountains. With deep roots in agriculture, forestry, and small business, the community offers the connection and neighborly spirit that make rural living distinctive.

Residents take pride in supporting one another, investing in young people, and preserving the area's rich cultural heritage, including its longstanding significance to the Wallowa Band of Nez Perce. Local events, community organizations, and everyday collaboration create a strong sense of belonging for families and professionals alike.

Life in Wallowa combines a peaceful pace with remarkable access to the outdoors. The surrounding valleys, rivers, forests, Hells Canyon Recreation Area, and nearby Eagle Cap Wilderness provide year-round opportunities for hiking, fishing, camping, hunting, rafting, wildlife viewing, and winter recreation.

At the same time, Wallowa's schools are intricately connected to the community they serve, giving educators and staff the opportunity to get to know students and families well and to make a visible, lasting difference. For candidates seeking meaningful work, natural beauty, and an authentic community, Wallowa is an exceptional place to live and build a career.

For more information about Wallowa:
cityofwallowa.weebly.com



Our District...

Wallowa School District No. 12 serves the communities of Wallowa and Lostine, Oregon, providing pre-school, elementary, middle, and high school education on a shared campus. The district serves approximately 215 students Pre-K - 12 and employs about 40 staff members. This compact setting brings students across grade levels together and creates opportunities for collaboration throughout the district. Small class sizes are a central feature of the educational model, supporting individualized attention and connections between the schools and families.

Key programs and features of the Wallowa School District include:

- Multitiered Systems of Support (MTSS), also known as Response to Intervention (RTI), PreK-12. The district has built-in systems to ensure all students receive essential core curriculum and in addition, time and supports needed to learn at high levels.
- Intentional mentorship activities and programs such as Kindergarten transition, family groups, a middle school transition and peer mentorship program, and a high school transition program where older students mentor incoming freshmen.
- Career & Technical Education (CTE) and Academic Pathways, including Agriculture and Natural Resources, Health Sciences, Eastern Oregon University Teaching Pathway, Dual Credit courses to allow students to earn college credit early.
- Extra and Co-Curricular Activities, allowing students to participate in various sports and other activities.

A superintendent/elementary principal, a middle school/high school principal, and a K-12 dean of students currently lead Wallowa School District. Wallowa Education Service District provides administrative support for budgeting, payroll, human resources, and special education.

For more information about the Wallowa School District visit:
www.apps.wallowa.k12.or.us









District & Community Strengths

- Family-like culture for students and staff.
- Strong community support for kids and the school district.
- Committed, compassionate staff.
- Teacher-student ratio is well below state average.
- Facilities are in excellent condition and have been updated.
- Wide range of academic programs, including CTE and dual credit opportunities.
- Wallowa High School and Wallowa Middle School recognized as Best High Schools and Best Middle Schools by U.S. News & World Report.
- Very active “Friends of Wallowa School District Foundation” that supports numerous school funding projects.
- Comprehensive co-curricular and athletic programs.

Challenges & Opportunities

- Over the past several years the district has navigated frequent leadership transitions. The Board of Education and the community are united in a goal to find a long-term partner who will plant roots, establish operational consistency, and restore institutional trust.
- The next superintendent will need to maintain and grow student learning programs specifically in college-ready and CTE programs, K-12 learning programs, as well as develop and enhance comprehensive systems to support success for students, staff, and community.
- The ideal candidate will possess a proven track record of improving school climate and student behavior through a balance of clear accountability, restorative practices, and consistent enforcement of district policies.
- The next superintendent needs to have the knowledge and skills to navigate local and state politics with the ability to address laws, policies, and mandates that impact the Wallowa School District. In addition, the next superintendent will need to be highly connected with local



municipalities and both state and federal governmental agencies.

- The next superintendent will need to be a steward of the district's financial, human, and capital resources.
- The next superintendent will need to be highly visible in the school and community in support of strong, positive parent and community engagement and relationships.





Desired Skills & Qualifications

- Possesses high standards of professionalism, honesty, integrity, and accountability.
- An experienced educational leader, preferably with demonstrated success as a classroom teacher and building level administrator.
- Oregon Superintendent Licensure preferred.
- Understands a small, rural school system and community and can navigate current societal challenges and their impact on the school system.
- A strong academic focus with a thorough understanding of instruction and teaching strategies.
- Exceptional communication skills with the ability to create and enhance strong, positive relationships and inspire support from staff, students, parents, and members of the community.
- Strong financial management skills and a track record of responsible budgeting.
- The superintendent is expected to live in or near the district.

School Board

Zach Lathrop ***Chair***
Matt Howard ***Vice Chair***

Compensation

The School Board will negotiate a contract with salary and benefits

Dennis Sheehy
Debbie Wentz
Mark Moeller

regionally competitive with districts of similar size and enrollment

Application Packet

A completed application packet should include the following:

- A formal letter of application
- A completed Wallowa application form (request from Jon Peterson)
- A current resume
- A written statement explaining how you plan to address each of the Wallowa challenges & opportunities noted in the informational brochure
- Three to five current letters of recommendation from current position and recent positions
- A copy of administrative license/certification or proof of eligibility to obtain one

Application materials will become the property of Northwest Leadership Associates, and will not be returned.

Send an electronic copy of all application materials, PDF or Word format, to:
Joel Aune: **gunderaune@gmail.com**
with copies to
Jon Peterson, Consultant: **jonapeterson57@gmail.com**
Tom Rockefeller: **rockefellertom34@gmail.com**

Applications received by January 22th, 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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