

*An Invitation to Apply
for the Position of*

Superintendent of Schools

***Tenino School
District No. 402***



Tenino, Washington

The Position

The Tenino School District Board of Directors, Tenino, Washington, is seeking a highly qualified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on or before July 1, 2014.

McPherson & Jacobson L.L.C. Recruitment and Development, in collaboration with the Washington State School Directors' Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Directors in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The Board recognizes that selecting a Superintendent is one of the most important decisions it will make. The Board has identified the need for a strong educational leader with the following desired characteristics:

- Put students first in terms of educational achievement, safety and individual needs
- Possess strong leadership skills, strong communication skills, be a skilled facilitator
- Be a person who can help construct a vision, provide inspiration, be an innovator and have skill with technology
- Demonstrate integrity, honesty, trust, accountability and a sense of humor
- Be able to engage staff, students and community, recognize appropriate boundaries and develop strong relationships

Note:

- *Compensation commensurate with comparable districts as determined by the Board of Directors.*
- *An M.A. and Principal's credential are required.*
- *Superintendent credential is preferred.*
- *Residence in the district strongly preferred.*

The Community

Tenino is located approximately 14 miles southeast of Olympia, Washington. The school district includes the municipalities of Tenino and Bucoda.

The community was first settled by Stephen Hodgden who came west for the gold rush in 1849. In 1872 the railroad reached the area and the station was named Tenino. An early business for the community was stone quarrying the evidence of which still exists in the historic community stone quarry pool. There was development of an electric generating plant which promoted growth in the 1970's.

The community is well situated to the state capital and to nearby Interstate 5.

MISSION STATEMENT

The mission of the Tenino School District is to provide an educational environment which meets the diverse needs of each student and ensures the opportunity to develop individual potential and to become a competent and contributing member of society.

School District website: www.teninoschools.org

The District

Tenino School District has a proud and rich tradition. In the early years, children were served in one-room school houses scattered across the region. Today, the District consolidates the south central portion of Thurston County (an area of approximately 62 square miles), including the municipalities of Tenino (approximate population 1,525) and Bucoda (approximate population 610). During the school year the District served 1,333 full time equivalent students in four schools: Parkside Elementary (P-2), Tenino Elementary (3-5), Tenino Middle (6-8), and Tenino High School (9-12).



The District employs 63 classified employees, 69 certificated employees and 7 administrators. Our teachers average 10.5 years of experience. Forty seven (47) of our teachers have a Master's Degree.



The District has a strong curriculum serving the diverse needs of all students. Tenino High School students have a variety of instructional program offerings to choose from, including Running Start, New Market Vocational Skills Center Cooperative, an extended school program, and a contract learning program.

Students are offered a variety of opportunities to develop their skills and interests outside the classroom. The District offers students a wide variety of choices that include before and after school learning programs, clubs, and athletics.

Student transportation is provided through a contract with First Student Transportation. School buses travel over 900 miles a day, bringing children to school and taking them home. School buses also provide transportation for athletic events, field trips and special activities.



The District's general fund operating budget is \$11.8 million dollars. The community has been very supportive of the schools as demonstrated by the passing of maintenance and operation levies.

Board of Directors

The Board of Directors consists of five members who are elected to serve a four-year term. The tenure of the Board members ranges from one and one half to three years.

Name	Years Served
Trisha Claridge	3 years
Kasey Schiewe	2 years
James Cutler	1 1/2 years
Jeff Copeland	2 years
Tammy Schroder	3 years

APPLICATION & SELECTION PROCEDURE

available at www.macnjake.com



MCPHERSON *M J* **JACOBSON, LLC**

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An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- A current résumé.
- A completed application form.
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so will eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible. However, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

1. Application deadline: April 23, 2014.
2. Semi-finalists selected by Board of Directors by: May 5, 2014.
3. Semi-finalists interviews with Board of Directors: May 10, 2014.
4. Finalists activities in the district: May 13, 14, 15, 2014
4. Selection date: May 27, 2014
5. Starting date: July 1, 2014

Tenino School District #402 is an Equal Opportunity Employer.