

An Invitation to Apply for
Superintendent

KELSO

SCHOOL DISTRICT





The Position



The Kelso School District Board of Directors, Kelso, Washington is seeking a highly qualified superintendent of schools. The Board wishes to have the successful candidate assume the responsibilities of the position 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 following desired characteristics:

The Superintendent should...

- » Possess strong written and oral communication skills, be an active listener, should be open, receptive, and approachable.
- » Be a person of strong character possessing integrity and honesty.
- » Be a visionary, a creative thinker, a problem solver, and approach tasks positively while honoring the District's Strategic Plan.
- » Hold high expectations for employees and students and demonstrate knowledge and skills related to student learning.
- » Have demonstrated an ability to be actively engaged in the community.
- » Possess collaborative management, leadership, and organizational skills within an educational background which are required for the comprehensive work of a superintendent.

Note: It is preferred that the superintendent has or be eligible for a Washington State Superintendent certificate and be a resident of the Kelso School District.

The Kelso School District

The 257 square mile Kelso School District serves about 4,600 students. There are 653 staff members, 22 administrators, 298 certified teachers, and 333 classified staff. The district has seven elementary schools, two middle schools, one high school, one alternative high school, and an online high school.

The district has a HiCap (highly capable) program. Counselors have set up several peer groups in every school.

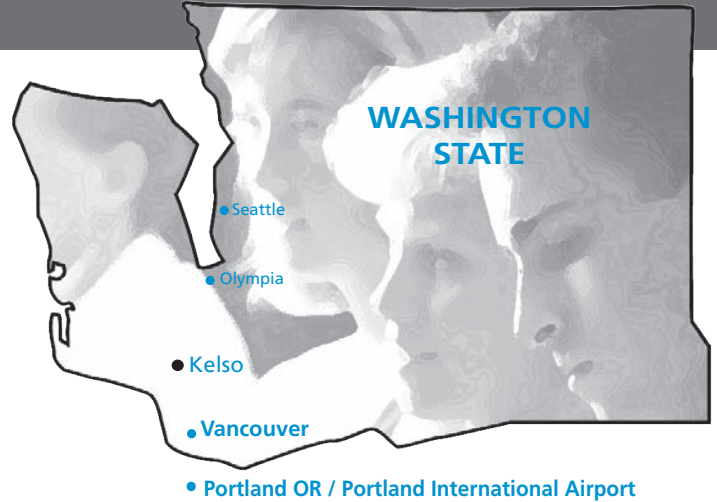
Kelso High School has several students participating in running start with Lower Columbia College (LCC). The KHS Vocational Department has programs for police science, fire science, and health careers through partnerships with Kelso Police Department, Cowlitz 2 Fire and Rescue, and Peace Health. Tech-prep credits are available for students in Career Technical Ed courses at LCC. These classes are offered off campus and available to schools across the county.

Extracurricular activities include football, wrestling, track and field, bowling, soccer, cross country, and other sports. The district has active and successful music and drama departments. All secondary schools participate in regional art shows and competitions.

The assessed valuation for the district is \$1,691,206,496. The operating budget is \$49,884,750.

The district is proud of its reputation for excellent schools and opportunities for young people. Kelso students benefit from a dynamic curriculum, progressive programs and exceptional staff--all who are focused on ensuring that each and every student has an opportunity to achieve academic and personal success.

The district strives to continually improve student achievement by frequently evaluating and strengthening our methods of assessing student progress towards mastery of district and state standards at all grade levels.



Our Community and Region

The Kelso-Longview Community (often referred to as the "twin cities") is located in a scenic corner of SW Washington, 40 miles north of Vancouver, 125 mile southwest of Seattle, and 50 miles north of Portland Oregon. The Pacific Coast is 80 miles to the west. There is a regional airport and an Amtrak station allowing easy access to the area. The combined population of the cities is 48,000.

International corporations and small businesses exist side by side. Historically the area benefited from a timber-based economy, however in recent years manufacturing businesses have located here resulting in a growing economy.

There is an abundance of outdoor recreational opportunities including hiking, bicycling, boating, fishing and hunting. Mount St. Helens National Volcanic Monument is located about 20 miles to the north of Kelso. The area has motorcycle racing, skateboard parks, many local sporting events, including high school, community college, a semi-pro baseball team, and league sports. The community events include the annual Highlander Festival, Go Fourth Independence Day Festival, Cowlitz County Fair and Rodeo, and the "In Honor of Our Children" Pow Wow.

Higher educational opportunities are available from Lower Columbia College in Longview, Eastern Washington University at LCC, Washington State University in Vancouver, Portland State University, and the University of Portland. There are many churches of many denominations available in the area.

OUR DISTRICT MISSION

*The mission of Kelso Public Schools
is to prepare every student for living,
learning and achieving success as a
citizen of our changing world."*



HOW TO APPLY

The Kelso School District Board of Directors has retained McPherson and Jacobson to assist in the superintendent selection process.

Application and Selection Procedure

All nominations, letters of application, inquiries, credentials and copies of administrative qualifications should be addressed to:

McPherson & Jacobson
7905 L St., Suite 3
Omaha, NE 68127
Phone: 402-991-7031
Fax: 402.991.7168
mail@macnjake.com / www.macnjake.com

A completed application should include:

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

Candidates are asked to not 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.

The Board of Directors consists of five board members, each elected to serve four-year terms. The incumbency of the members ranges from one to 32 years.

Board of Directors

Bob Lucas, President, 3 years
Patty Wood, Vice President, 11 years
Bob Simmons, 31 years
Larry Hembree, 1 year (newly elected)
Roy Parsons, 32 years

Selection Timeline

- » Application Deadline: April 20, 2014
- » Semi-Finalist Interviews (closed to public): May 8, 2014
- » Finalists Interviews (open to public): May 20-22, 2014
- » New Superintendent Announced: May 28, 2014 (estimated)
- » New Superintendent Start Date: July 1, 2014

About Kelso School District

Enrollment: 4,600
Annual Operating Budget: \$49,884,750