

An Invitation to Apply for the Position of
Superintendent



PORT TOWNSEND
School District



Port Townsend, Washington

The Position

The Port Townsend School District Board of Directors, Port Townsend, 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, 2016.

McPherson & Jacobson L.L.C. Recruitment and Development, 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 will appreciate working in a small, dynamic school system in the process of aligning K-12 curriculum along a place-based maritime thread called Maritime Discovery Schools. Weaving community values of craftsmanship, stewardship, citizenship, and leadership into its curriculum, the district is looking for a superintendent who is passionate about children and wants to be a lead learner, an ambitious explorer, and a community school builder.

- The successful candidate must possess strong communication skills, both written and verbal, and be proficient with multiple forms of media. The superintendent needs to be visible and accessible both inside and outside of the schools, able to nurture common purpose, listen, cultivate trust, maintain transparency and sometimes make tough decisions.
- Port Townsend's next superintendent supports a healthy professional climate throughout the district and community by encouraging and empowering students, staff, families and partners to grow as a cohesive community with deep connections to learning and youth development.
- The superintendent comes with a demonstrated grasp of instructional practice that is standards-based, learner-focused, relevant and grounded in context and relationship. The superintendent sets high standards and expectations for all students and staff while supporting the progress of the MDS model. The superintendent will inspire students, staff, and community to collaborate, experiment, create, problem solve and have fun in this work.
- The superintendent is visionary, forward thinking, and strategic in leveraging school resources and community assets and can craft, develop and work to sustain mutually beneficial partnerships. He or she understands how to further develop use of the technology environment in the service of learning. The superintendent is fiscally sound and is knowledgeable with school finance.
- The superintendent recognizes the role public schools should have in fostering positive habits and practices around health, nutrition, physical activity and personal responsibility, and can show experience in developing infrastructure that supports a culture of wellness.
- The superintendent can demonstrate readiness to engage on multiple levels in the construction of a new elementary school; reconfiguring grades at two schools, updating a high school campus and envisioning its future uses, partners and programs, and managing plans for a school campus under lease.

*Note: Superintendent is required to reside in the district;
Superintendent credentials are not required, but are preferred*

The District

District website: www.ptschools.org

The district is committed to providing the very best education we can imagine — for its 1,130 students. It is entering its third year of a 5-year effort to transform public education in our community by aligning K-12 curriculum along a place-based maritime thread. This effort aims to improve student engagement with academics by making learning more relevant to students through a sense of place and giving them a strong platform from which to launch.

Three campuses make up the Port Townsend School District: Grant Street Elementary School (Pre-K to grade 3); Blue Heron (grades 4-8) and Port Townsend High School (grades 9-12). OCEAN (Opportunity, Community, Experience, Academics, Navigation) is a program for independent contract-based study that serves grades K-12, and currently resides at the elementary school. About 25 high school students also attend Running Start each quarter through Peninsula College's branch campus, located at Fort Worden.

The district employs 75 classroom teachers; 73 teach core classes and 75 percent have at least a Master's degree. Classified staff is made up of 51 people, and the district's annual operating budget runs about \$13 million.

Assessed valuation of the district is \$2,141,105,626. The district covers 170 square miles, and operates its bus service cooperatively with the neighboring Chimacum School District.

The Community

Port Townsend is world-renowned for its spectacular setting, Victorian architecture, vibrant arts and maritime culture. Founded in 1851, the town became a small Victorian city as the port of entry to the territory and the anticipated western terminus of the American railroads. By the 1890s the railroad dream had collapsed and the port of entry had moved; but the bold spirit and grand architecture of the time remained. Port Townsend is a place that honors its historical ties and embraces modern sensibilities. The city has a population of around 9,000 residents but hosts more than 1 million tourists annually.

Port Townsend is surrounded by Washington's inland sea on three sides and is a magnet for sailors, boaters and craftsmen who build or repair wooden boats. It is a hiker's paradise at the edge of the Olympic National Park and national forests that are skirted by lowlands thick with timber, rivers and wildlife. Historic farms are being revived as artisan and organic farms, drawing young families to the area, and hundreds of local residents to the state's most popular weekly Farmers Market. Port Townsend boasts a working waterfront with a paper mill (the largest employer in the county), two boatyards (representing the largest industry in the county), two marinas and the NW Maritime Center, a state-of-the-art educational center that is home to the annual Wooden Boat Festival and the Race 2 Alaska (R2K).

Creativity is celebrated here in a variety of ways. Thousands of artists explore and hone their craft in letters, fine arts, music, theater and film, many of whom are drawn by Centrum's year-round workshops and festivals. Several other creative nonprofits, including Port Townsend Art School and Peninsula College's Port Townsend branch are also based at the 435-acre Fort Worden historic campus with miles of coastline, a lighthouse and a forested enclave — all within the city.

The community's natural and cultural assets are woven into Port Townsend's schools through the Maritime Discovery Schools initiative. Place-based curriculum is developed and supported in partnership with local government, nonprofits, businesses and individuals who have stepped up to support learning and professional development in our community. The Northwest Maritime Center/Wooden Boat Foundation, Port Townsend Marine Science Center, Centrum, Port Townsend Film Festival, Jefferson County Conservation District, Jefferson County Historical Society, KPTZ, PT Marine Trades Assoc., PT School of Woodworking, Puget Sound Pilots, Sound Experience aboard the schooner Adventuress, City of Port Townsend Pool, Jamestown S'Klallam Tribe, The Northwest Salmon Coalition and The Recyclery, are just some of the partners that have contributed to the education of the district's students. Port Townsend's schools are further supported by the fundraising of the Port Townsend Education Foundation, two PTAs, Music Boosters, and the oldest alumni association in the state, as well many other youth and community-oriented activities and clubs.

In 2015, voters in the Port Townsend School District approved a 4-year M&O levy by 71 percent. In 2016, voters approved a \$40.9 million bond with 73 percent to build a new elementary school and upgrade the high school. The community is made up of well-read voters who are engaged and supportive of their schools.

Board of Directors

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

| Name | Occupation | Years Served |
|-------------------------------|---------------------------------|---------------------|
| Nathanael O'Hara, Board Chair | CPA | 2 years |
| Keith White, Board Vice-Chair | Retired | 1 1/2 years |
| Jennifer James-Wilson | Associate Publisher | 6 1/2 years |
| Connie Welch | Retired | 1/2 year |
| Laura Tucker | Environmental Health Specialist | 1/2 year |

MISSION STATEMENT

In partnership with home and community, Port Townsend School District provides a place-based learning environment where each student develops the knowledge and skills to become a creative, successful and engaged citizen.



APPLICATION & SELECTION PROCEDURE

available at:

www.macnjake.com

MCPHERSON *MJ* 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 (from www.macnjake.com)
- 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.

Selection Time Line

1. Application deadline: April 21, 2016
2. Semi-finalists selected by board of directors: May 9, 2016
3. Semi-finalists' interviews with the board of directors: May 14, 2016
4. Finalists' site visits May 16-18, 2016
5. Selection of the superintendent: May 19, 2016
6. Starting Date: July 1, 2016

Port Townsend School District is an Equal Opportunity Employer.