



# Ellensburg School District

AN INVITATION TO APPLY FOR  
THE POSITION OF SUPERINTENDENT

*ELLENSBURG, WASHINGTON*



# THE POSITION

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The Ellensburg School District's Board of Directors is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2018.

McPherson and Jacobson, L.L.C., Executive 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 candidates.

# THE QUALIFICATIONS

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**A community and team builder** willing to listen and harness the power of the community. The superintendent is expected to be engaging and visible in the community, value equity and inclusion of all stakeholders, and work with stakeholders to reach a common vision.

**An honest and straightforward leader** with the ability and desire to assemble an active leadership team and collaborate, delegate, encourage, inspire and empower them to work together to achieve common goals and carry the district vision forward. The superintendent must be highly-organized with strong public speaking skills. This person must use analytical problem solving skills to balance committing to a decision once made and knowing when to abandon ineffective strategies, always keeping the big picture in mind. Last, but not least, the superintendent is expected to actively represent Ellensburg's interests at the state level.

**A flexible and dynamic visionary** willing to take risks and seek non-traditional solutions wherever they may be found; understanding that the status quo may not be the best course of action for the Ellensburg School District. The superintendent should be a creative problem-solver with forward thinking philosophies about education and program innovation.

**An experienced and inspirational instructional leader** that understands instructional technology, public education culture, laws and policies. The superintendent should have experience leading organizations through change and with bond campaigns.

**An ethical, compassionate, and transparent individual** who possesses characteristics and attributes that an effective leader would have. The superintendent will rally the people of our district to create equitable educational spaces for our students and ensure that each student has the tools to achieve their full potential both inside and outside the classroom.

# BOARD OF DIRECTORS

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The Board of Directors consists of five members who are elected to serve four-year terms. The incumbency of the Board members range from two to four years.

Name	Occupation	Years Served
Dan Shissler, President	Property Management	3 years
Jennifer Hackett, Vice-President	Business Owner	2 years
Jonathan Leonard	Information Technology	2 years
Heather Hazlett (term ends Dec. 2017)	Legal Assistant	4 years
Curtis Bull (term ends Dec. 2017)	Retired	4 years

Election for two new Board Members November 2017

# THE DISTRICT

Ellensburg School District has roughly 3,300 students in grades P-12. The district has 438 staff members including innovative and award-winning teachers and leaders.

There are many special programs available to the students in the district. The elementary and secondary schools offer a Highly Capable Program. There is a healthy running start program at the high school that offers honors & AP classes for college credit.

The Ellensburg School District has developed strong partnerships with the community. Some examples include:

- Game On! - a partnership with Central Washington University (CWU), Real Madrid (soccer), and Microsoft (coding).
- Another partnership with CWU for student teachers, SPED and the developmental Pre-K.
- Geometry in Construction – a partnership with Odd Fellows to build benches, covered areas, and other structures at the local cemetery.
- Strong parent participation and volunteerism in PTA's and various parent groups.
- High school students are required to complete at least 10 hours of community service each year.

Due to the districts six-year technology levy, the district has a 1:1 computers at the 5-12 grade level, interactive projectors, replacement cycles and a robust network.

In addition to award winning and robust sports and music programs, the district has a strong FFA program. In 2017, the program received first place out of over 50 teams in livestock judging in Washington.

The district's assessed value is \$2,270,431,781 and the expenditure budget is \$40,756,000.

Ellensburg School District values every voice in our community and has a strong commitment to prepare each student for life's opportunities.

# THE COMMUNITY

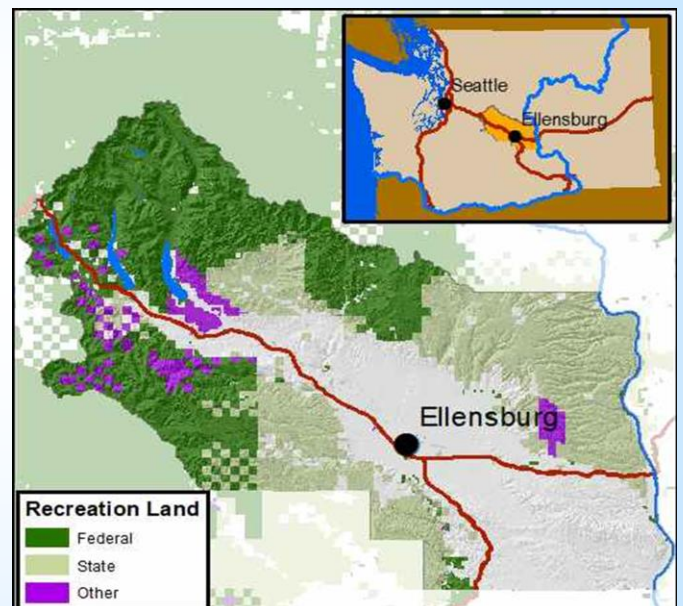
Ellensburg is a community that offers something for everyone. For people who love the outdoors, Kittitas County stretches from the crest of the Cascade Mountains to the Columbia River and over 60% of the total area of the county is open to recreation.

Central Washington University brings a cultural and political diversity to the community, and all of the activities in Seattle are only two hours away. The highlight of the year is the annual fair and rodeo, but local events include an international film festival, Winterhop Brewfest, cowboy art weekend, monthly art walk and even a dachshunds festival.

Major employers include Central Washington University, Kittitas Valley Community Hospital, Ellensburg School District, Kittitas County and Anderson Hay and Grain.

Kittitas County Community Hospital, Community Health of Central Washington and numerous specialty clinics offer medical care to residents.

The city boasts a population of 19,786 and is located right off of I-90 and I-82.





## MISSION STATEMENT

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*To provide a quality education that empowers and inspires all students to be creative, confident, contributing and respectful citizens.*

## VISION STATEMENT

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*Our vision is that all students in the Ellensburg School District will graduate from high school prepared for life's opportunities.*

Find out more about Ellensburg School District at [ESD401.org](http://ESD401.org)

### McPHERSON & JACOBSON, L.L.C.



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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 resume
- A completed application form
- References letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

### SELECTION TIMELINE:

1. Application deadline: January 3, 2018
2. Semi-finalists selected by Board of Directors: January 25, 2018
3. Semi-finalist interviews with Board of Directors: February 3, 2018
4. Finalist interviews with Board of Directors: February 5-7, 2018
5. Selection of new superintendent: February 8, 2018
6. Start date: on or before July 1, 2018

*Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson and Jacobson complies with individual states' Freedom of Information laws.*

APPLICATION & SELECTION PROCEDURE AVAILABLE AT [MACNJAKE.COM](http://MACNJAKE.COM)

The Ellensburg School District is an Equal Opportunity Employer.