

*An Invitation to Apply for the Position of  
Superintendent*



North Wasco County  
School District 21



The Dalles, Oregon

## ***The Position***

The **North Wasco County School District 21, The Dalles, Oregon**, 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, 2020**.

McPherson & 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 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 developed the following desired characteristics.

- The North Wasco County School District is seeking a servant leader who is dedicated to equity and high levels of achievement for all students.
- The ideal candidate is skilled in social-emotional learning and a best practice, research-based, dynamic leader.
- The next superintendent will be a connector, outgoing, approachable and has superior communication skills.
- The District seeks an innovator with the ability to look at the effectiveness of current programs and practices and has the ability and experience to make the changes necessary to propel student learning, especially for the underserved.
- The District seeks a superintendent that has experience with capital improvement bonds.
- The new superintendent should have experience with dual immersion programs.
- A superintendent who is bilingual in Spanish is desired.
- The next Superintendent will have proven experience leveraging non-traditional revenue sources to enhance and expand district programming.

## ***The District***

- ◆ **3,103 total students in grades K-12**
- ◆ **7 schools**
  - ◇ **3 Elementary schools**
  - ◇ **1 Middle school**
  - ◇ **1 High school**
  - ◇ **2 Charter schools: Wahtonka Community School (75 students -9<sup>th</sup> – 12<sup>th</sup> grade) and Mosier Community School (220 students K-8<sup>th</sup> grade)**
- ◆ **390 Dedicated Licensed, classified and confidential employees (156 certified employees and 78 classified)**
- ◆ **Extracurricular activities: football, soccer, volleyball, cross country, basketball, swimming, skiing, wrestling, cheer, softball, tennis, golf, track, and baseball**
- ◆ **TAG Program for the talented and gifted**
- ◆ **Strong connection with Columbia Gorge ESD and Columbia Gorge Community College**
- ◆ **Partnership with CGCC offers a variety of programs**
- ◆ **Assessed valuation of \$1.865 Billion, growing at an average of 4% per year.**
- ◆ **Total district budget at \$47.65 Million, General fund \$37.18 Million.**

**District Website:**  
**[www.nwasco.k12.or.us](http://www.nwasco.k12.or.us)**



# The Community

## Fun Facts:

- ◆ Population of The Dalles- 15,646
- ◆ The Dalles is the largest city of Wasco county
- ◆ Largest city on the Oregon side along the Columbia River outside Portland Metropolitan area
- ◆ The Dalles is one of North America’s most significant archaeological regions.
- ◆ Big Scenery along the Columbia River Gorge (I-84)
- ◆ Known for Cherries and Fishing
- ◆ The Dalles is located in the National Scenic Area, a world renown destination for scenic beauty and recreation.
- ◆ The Columbia Gorge has tribal significance in relation to fishing especially in the Columbia River.
- ◆ 81.9 Miles to Portland Airport
- ◆ Home to the Columbia Gorge Community College
- ◆ University of Oregon (Eugene) - 196 miles
- ◆ Oregon State University (Corvallis) - 169 miles
- ◆ Portland State University (Portland) - 86 miles
- ◆ Western Oregon University (Monmouth) - 151 miles

## Major Employers:

- ◆ Mid-Columbia Medical Center
- ◆ NWC School District
- ◆ Oregon Cherry Growers
- ◆ State of Oregon
- ◆ Fred Meyer
- ◆ Oregon Veterans’ Home
- ◆ Columbia Gorge Community College
- ◆ Google
- ◆ Wasco County

## Recreation:

- ◆ Near the Tom McCall Preserve in Rowena
- ◆ Columbia Gorge Discovery Center and Museum
- ◆ Sorosis Park
- ◆ Riverfront Trail - Walk/Bike/Stroll
- ◆ Klindt’s bookstore - Oregon’s oldest book store; opened in 1870
- ◆ Sunshine Mill & Winery
- ◆ The Dalles Dam Visitor Center
- ◆ The Dalles Downtown Murals
- ◆ Maryhill Winery and Museum
- ◆ Fort Dalles Museum
- ◆ Hiking/Fishing/Windsurfing
- ◆ Skiing at Mt. Hood/Timberland Lodge
- ◆ Mt. Hood National Forest

## Community Events and Activities:

- ◆ Northwest Cherry Festival
- ◆ Cruise the Gorge Classic Car Show
- ◆ Starlight Parade
- ◆ Reindeer Run and Snowflake Stroll
- ◆ Festival of Trees



## Board of Directors

The Board of Directors consists of seven members, elected to serve four-year terms. The incumbency of the members ranges from newly elected to 6 years.

Name	Occupation	Years Served
Rebecca Thistlethwaite	OSU Ext Manager	3 years
Dawn Rasmussen	Career Management Instructor	New - Appointed in February 2019 Elected May 2019
David Jones	Retired (Construction Supv)	New - Elected to start July 2019
John Nelson	Retired Teacher	6 years
Solea Kabakov	Manager (Small Business)	New - Appointed in September 2019
Jose Aparicio	Project Manager (Construction)	New - Elected to start July 2019
Michael Sullivan	Manager (Car Dealership)	New - Appointed in March 2019 Elected May 2019





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## APPLICATION

available at

[www.macnjake.com](http://www.macnjake.com)



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 may 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 school 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***

- ◆ Closing date for applications: **February 3, 2020 (11:30 p.m. central time)**
- ◆ Board of Directors selects finalists to interview: **February 24, 2020**
- ◆ Interviews with the Board of Directors: **March 9-11, 2020**
- ◆ Selection of new Superintendent: **March 30 - April 3rd, 2020**
- ◆ Start date: **July 1, 2020**

*North Wasco County School District 21 is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.*