

An Invitation To Apply For the Position Of
Superintendent



Kalama, Washington

The Position

The **Kalama School District, Kalama, Washington**, Board of Directors, is seeking a highly qualified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2024**.

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.

- Our next superintendent is an innovative and proven leader who articulates a clear vision and thrives when bringing people together to build group capacity.
- Our next superintendent is an instructional leader who understands the urgent need to transform curriculum and instructional practices to ensure each student is well-prepared to pursue the next steps in their life ambitions upon graduation.
- Our next superintendent is a skilled communicator, able to share ideas clearly and effectively, prioritizes listening, welcomes feedback, and proactively engages all stakeholders in various formats to ensure each voice is heard.
- Our next superintendent is a collaborative and inclusive leader who learns from and contributes to the learning of others, inspires trust, maintains a system of accountability for students and staff, understands conflict resolution, and places a premium on building long-term relationships.
- Our next superintendent is a sound fiscal steward, who understands budgeting and allocation, successfully pursues grant funding to support district goals, and expertly prioritizes using all resources to maximize support for students and staff.

Salary: The salary is \$170,000 competitive and negotiable

The Community

As a small community nestled along Interstate 5, Kalama offers its residents a hometown feel with easy access to big city life (Portland/Vancouver). Not far from the school district, downtown Kalama features a variety of restaurants, boutiques and antique stores. The Port of Kalama, a strong supporter of Kalama schools, offers recreational access to the Columbia River, an amphitheater, and a new public market opening later this year.

The Kalama community is also a strong supporter of KSD athletics!

Fun Fact

For those vampire movie fans, Kalama High School was the featured location for filming many scenes of the first “Twilight” movie! Fans of the film are regularly seen taking selfies and acting out scenes from the movie in front of the school.



The District

Situated along the scenic Columbia River approximately 30 minutes north of Portland, OR (via Interstate 5), Kalama School District (located in Kalama, Washington) is a public school district that serves more than 1,100 K-12 students across three schools.

All three of the district's schools - Kalama Elementary School, Kalama Middle School, and Kalama High School – operate on a shared campus, a multi-acre property that includes a forested area to the east of the middle school and high school.

In 2018, voters in Kalama approved a \$63.4 million school bond to improve outdated facilities and to support modern learning environments for students. The bond, along with state grant funds awarded to the district, funded the following projects:

- **A brand new elementary school**
 - 33 new classrooms serving Transitional Kindergarten through 5th grade
 - A full-size, high school regulation gym
 - A new cafeteria and kitchen
 - STEM learning areas
 - Classrooms for arts and music
- **A new, 33,000 square-foot secondary building**
 - Six designated middle school classrooms
 - Two learning commons
 - Two science labs and science prep rooms
 - Makerspace
 - Library and media center
 - New cafeteria and kitchen
- **High school improvements**
 - STEM Center and science labs
 - Athletic center



In February 2023, voters renewed the district's three-year Educational Programs and Operations Levy, continuing a tradition of financial community support that goes back for generations.

The district takes great pride in its high graduation rate, dedicated staff, and many educational programs including, but not limited to, CTE, STEAM/STEM and outdoor learning. Additionally, continuous efforts to foster a positive learning environment for all students and staff remain a top priority.

Kalama School District Mission and Vision

District Mission: To prepare all students for responsible citizenship, gainful employment, and post-secondary admission.

District Vision: Kalama School District graduates are prepared for the future.

District website <http://www.kalamaschools.org>





APPLICATION & SELECTION PROCEDURE

available at www.macnjake.com

MCPHERSON  **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 to not 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 Timeline

- Closing date for applications: **January 31, 2024**
- Board of Directors selects finalists to interview: **Week of February 21, 2024**
- Interviews with the Board of Directors: **Week of March 11, 2024**
- Site Visitation Interviews: **Week of March 18, 2024**
- Selection of new superintendent: **Week of March 27, 2024**
- Start date: **July 1, 2024**

Kalama School District is an Equal Opportunity Employer.