WASHOUGAL SCHOOL DISTRICT

Invitation to Apply

Superintendent
Washougal School District
Washougal, Washington
The Washougal School District Board of Directors seeks a highly qualified and dynamic educational leader to serve as superintendent of schools.

**REQUIREMENTS**

» Master’s Degree in Education, Business and/or Public Administration required

» Experience in successfully managing a large, complex organization

» Capability to continue the work of Professional Learning Communities, focusing on educational progress for all students, and closing the achievement gap

» Demonstrated supervisory and labor relations skills

» Ability to proactively engage and work with community and other business and public partners

» Strong public presence and ability to maintain positive public relations

» Ability to work with a diverse Board of Directors within the framework of policy governance

» Demonstrated ability to design and implement long-range financial, organizational and capital planning initiatives—including levy and bond elections and the follow through required to complete projects supported by local taxpayers

» Demonstrated knowledge of Washington state education reform policies, procedures, and requirements (PLCs, TPEP, Common Core, Smarter Balanced, etc.)

» Possesses excellent people and communication skills, presents a positive image of the district, listens to input, and makes decisions based on data

» It is important to the School Board that the successful candidate live in or relocate to Washougal, WA

**COMPENSATION**

The Board of Directors will negotiate a multi-year contract with a salary/benefit package based on qualifications, experience and districts of comparable size in the region.
MISSION
Creating a supportive and welcoming environment for student success, our schools and community will collaborate to ensure all students become self-reliant, well-rounded, and productive citizens through a broad range of opportunities.

LOCATION
Our district spans parts of both Clark and Skamania counties. This includes the City of Washougal, the Washougal River Valley and part of the Columbia Gorge region.

STAFF
Each year, more than 247 staff participate in district-sponsored training programs. On average, Washougal teachers have 13.9 years of teaching experience. Almost 70% of our teachers have at least a master’s degree and 98% are highly qualified under the state and federal regulations. The exceptional certified and classified staff in the district pursue ongoing professional growth to support their work to help each student grow academically and set goals for the future.

A strong District Leadership Team including building principals, associate principals and directors of curriculum, special services, technology, business services, human resources and facilities provide collaborative support with the superintendent to provide sound district leadership.

SCHOOL BOARD
The Washougal School Board uses policy governance to clearly define expectations, accountability and support for the superintendent. Policy governance provides the structure for the board’s systematic oversight of the district and partnership with the superintendent.

Washougal School District has a long history of sound fiscal management based on data-driven decisions, wise expenditure of funds and a board resolution for a 6% annual committed minimum fund balance. Washougal School District is in a strong financial position, having made appropriate financial decisions and developing balanced budgets. Successful energy efficiency grants have helped to reduce operating costs and reduced the district’s energy footprint.

The Board has adopted a carefully considered long-range capital facilities plan and property has been set aside to accommodate future growth. Voters approved a $57,685,000 bond proposal in February 2015 to accommodate growth, modernize facilities, and increase school safety and security. The new
superintendent will facilitate processes to engage the community in articulating the amenities needed to support the programs in these new schools.

**FACTS**

» Washougal School District has a history of strong community support demonstrated through consistent voter approval of Maintenance/Operations and Technology levies.

» Washougal High School houses an extraordinary performing arts theater to support its outstanding performing arts program. Drama, vocal and instrumental music opportunities are of the highest quality, and students enjoy the benefits of performing in the theater, as well as in a variety of regional and state venues and competitions where they often earn top awards and accolades.

» The district’s alternative high school has reduced the dropout rate using a rigorous, smaller learning community program.

» Extra-curricular programs at Washougal High School provide a wide variety of opportunities for athletics and clubs supporting special interests. Student success is evident through regional and state awards and recognition.

» The district uses the DuFour model for Professional Learning Communities to improve teaching and learning via collaboration. The annual calendar includes early release Wednesdays K-12 to support this work. Teacher leadership teams in Math and English Language Arts and elementary level math and ELA instructional coaches provide school and classroom-based professional development.

» A successful, voter-supported iPad program is being rolled out across the district. Currently all students in grades 5-8 have iPads that support project-based learning and research to support varied curriculum. The 1:1 initiative will eventually encompass grades K-12.

» The district implemented full-day, every day Kindergarten beginning in the fall of 2014 thanks to voter support and a commitment to making this a priority for all Washougal children.

» A recent comprehensive visioning process involved staff, students and community to create a six-year strategic plan, including a vision for the district and a roadmap for the future.
About Our Community

The Washougal community is a vibrant combination of generational families who have long ties with the area and new families who have chosen Washougal for its location, its affordability, and its welcoming culture. Many Washougal School District staff members are also graduates of the district.

Washougal is a growing city (population 14,750) and the downtown area is being revitalized with new buildings and businesses joining established companies such as the Pendleton Woolen Mill and the Port of Camas-Washougal.

The City of Washougal is integrated into the larger Camas and Vancouver metropolitan area, complete with a wide array of retail operations and services. Despite its proximity to a large urban area, the community has maintained its "small town" feel and many unique locally-owned businesses. Across the Columbia River, it is just a short drive to Portland, Oregon’s largest metropolitan area with access to the amenities of a larger city including dining, the arts and an international airport. Nearby Mt. Hood provides both winter and summer recreational opportunities. East of Washougal, along the Columbia River is one of the nation’s geological wonders, the Columbia River Gorge, famous for windsurfing, kite boarding, hiking, vineyards and orchards.

There are many four-year universities and community colleges in the Vancouver-Portland area, including Clark Community College and Washington State University in Vancouver, where students can pursue advanced degrees and continuing education opportunities.

Washougal is steeped in history; families who homesteaded lands before Washington statehood still reside in the area. Early settlers and explorers, including Lewis and Clark, were drawn to the area as they traveled along the Columbia River.

Washougal School District is proud to partner with many local organizations and businesses for the benefit of both schools and the community. Partnerships with the City of Washougal and other local agencies to share resources, support those in need, and promote health are a top priority for the district. The Washougal Schools Foundation raises funds and provides grants and scholarships in support of the school district’s mission and goals.
How to Apply

The Washougal School District Board of Directors has retained BWP and Associates Educational Leadership Search Consultants to assist in the superintendent selection process.

Information and application materials may be obtained from:

Required application materials must be completed and posted to the www.BWPassociates.com website no later than March 23, 2015.

For more information please contact Lead Consultant: Dr. Suzanne Cusick 503-860-1104, suzannecusick@comcast.net

A completed application will include:

» Letter of interest

» Completed Washougal School District superintendent application form

» Résumé

» Names and contact information for three professional references, including at least one board member from each district in which the candidate has worked

» Unofficial transcripts or placement files

» A statement addressing experience/skills in educational leadership, communication, fiscal and organizational management, board relations, planning/vision and personnel administration

Search Schedule

Application Deadline: March 23, 2015
Interviews/Community Visit: Mid-April 2015
Announcement of New Superintendent: Mid- to late-April 2015
New Superintendent Start Date: July 1, 2015
For more information about the Washougal School District and community, visit:

Washougal School District: www.washougal.k12.wa.us

Visit Washougal website: www.visitwashougal.com

Washougal School District on Facebook: www.facebook.com/WashougalSD