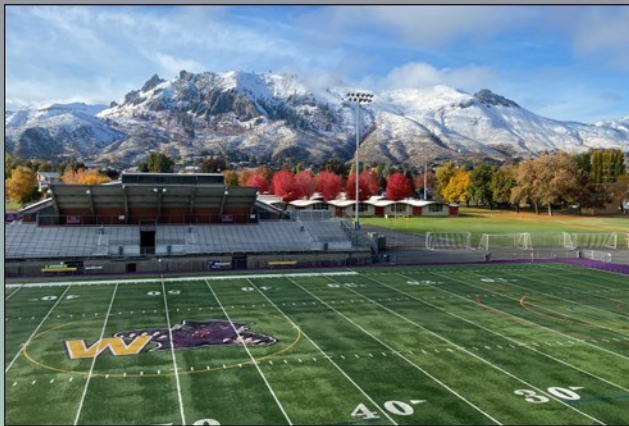


*An Invitation to Apply for the Position of
Superintendent*



WENATCHEE
SCHOOL DISTRICT



Wenatchee, Washington

The Position

The **Wenatchee School District, Wenatchee, 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, 2023**.

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.

- They would like to have the next superintendent have connections to the community. An individual who understands and appreciates the rural lifestyle and outlook.
- An administrator with strong business skills and is fiscally conservative.
- Committed to our strategic plan.
- An instructional leader who knows how to utilize continuous improvement and PLC to build staff skills while increasing student achievement for all students. One who understands and has a history that supports teaching and learning and the core curriculum but is also committed to educating the whole child to be "Future Ready."
- A leader with integrity, who has a history of bringing people together and building morale.
- Not a person who brings rapid change but builds upon the current foundations, expands, and extends to support the underserved populations.
- A planner who signals where the district is headed.
- A strong inspirational leader who is organized timely, and considerate of our partners.
- A leader with a keen sense of the State's laws and regulations.
- A superintendent who communicates clearly and precisely. A leader who keeps all members of the Board informed.
- An experienced educator who has demonstrated success with diverse communities.
- An educator who knows how to deal with conflict in a manner that builds trust and brings resolution.
- A leader who has a record of building trust and maintaining superior working relationships with employee associations, staff, students, and our community.
- A charismatic leader who is humble.
- A person with deep background in facilities.
- Willing to make a long-term commitment to the district and community.

Requirements: Bilingual and bicultural in Spanish desired.

Salary: The current salary is \$220,233 competitive and negotiable.

Board of Education

The Board of Education consists of five members, elected to serve four-year terms. The incumbency of the members ranges from 2 to 19 years.

Name	Occupation	Years Served
Mr. Martin Barron	Retired	3 years
Mrs. Maria Iñiguez	Executive Assistant	2 years
Mrs. Julie Norton	Attorney	2 years
Mrs. Laura Jaecks	Real Estate Agent	19 years
Mrs. Katherine Thomas	Nurse	2 years

DISTRICT WEBSITE: WENATCHEESCHOOLS.ORG

The District

Wenatchee School District is made of one early childhood learning center and inclusionary preschool, seven elementary schools, three middle schools, one comprehensive high school, one alternative high school, a K-8 alternative parent partnership school, an internet academy, and a technical skills center. The district has an operating budget of \$153.8 million.

We are 1,100 exceptional staff who take pride in serving the more than 6,800 students who attend WSD schools. WSD consists of 487 classified staff and 573 certificated staff.

Our students are 53 percent Latino, 43 percent white, 1 percent Asian, and 3 percent from other or multiple racial backgrounds. Fifty-five percent of students receive free-and-reduced lunches, and more than 500 are currently experiencing homelessness. Sixteen percent are from the migrant community. Twenty-five percent are transitional bilingual. Together, our students, teachers, staff, and leadership represent the diversity and richness of Wenatchee.

Students come to our schools with different lived experiences, starting points, and needs. We believe every student has limitless potential and deserves an education that will help them reach their academic and career goals—whatever they may be. That's why we're working hard to make WSD a place every student knows they belong and has what they need to succeed.

Unique Student Offerings and Points of Pride:

- Dual Language (Spanish/English) Elementary School
- Early Childhood Education - Inclusionary preschool & transitional kindergarten
- Award winning music programs (Marching Band, Choir and Mariachi)
- Grades 4 & 5 strings orchestra program
- Nationally renowned Sports Medicine Program
- Highly Capable Program
- District-wide theater program
- Jr. Airforce ROTC
- Expanded Careers & Technical Education offerings in high school, alternative high school and middle schools
- Middle School VEX Robotics
- Articulation agreement for dual credit with Wenatchee Valley College
- STEAM field experiences for K-8 students
- 1x1 technology K-12
- Seasoned SEL programing
- Established PBIS implementation
- AVID
- Successful Parent Partnership School
- Trauma Informed Alternative High School
- 4A Athletics

The Community

Wenatchee, known as “The Apple Capital of the World,” is a city of 34,000 that is nestled in the foothills of the Cascade Mountain range at the confluence of the Wenatchee and Columbia rivers. The region has harnessed the power of our waters to provide electricity to the west and irrigation that is critical for growing fruit and producing the wine for which our area is known. Wenatchee is located 3 hour east of the Seattle metro area in rural North Central Washington in a arid high desert climate

Wenatchee is the urban center of 70,000 people in a region that has traditionally been dependent on agriculture and government sectors as the mainstay of the economy. This combination has provided us with a stable economic environment over the years. Today, the area's largest employers reflect the region's agricultural heritage, but also other strengths including hydroelectric power, health care, technology and tourism industries.

The recreational choices here are as plentiful as the orchards are fruitful. Wenatchee's livability as an urban hub for all of North Central Washington is boosted by the numerous features that attract tourists and treat locals on a year-round basis from the newly improved Mission Ridge ski area, the Pybus Public Market, the Town Toyota Center, the Foothills Trails System, and the growing Apple Capital Recreational Loop Trail along the Columbia River in Wenatchee.



Wenatchee Promise

We promise to build a foundation of diversity, equity and inclusion from which each student emerges future ready.



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Phone: (888) 375-4814 Fax: (402) 991-7168

E-mail: mail@macnjake.com

APPLICATION

available at

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: **January 12, 2023**
- ◆ Board of Directors selects semi-finalists to interview: **January 31, 2023**
- ◆ Semi-finalists' interviews with the Board of Directors: **Week of February 6, 2023**
- ◆ Finalists' interviews with the Board of Directors: **Week of February 13, 2023**
- ◆ Site visits: **Week of February 20, 2023**
- ◆ Selection of new Superintendent: **Week of February 27, 2023**
- ◆ Start date: **July 1, 2023**

Wenatchee School District 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.