



presents an invitation to apply
for the position of

SUPERINTENDENT

Griffin School District
Olympia, Washington

The Board of Directors of Griffin School District
seeks highly qualified applicants for the
position of superintendent.

This position is open until filled. To receive full
consideration, apply by March 22, 2024.



Creating lifelong learners leading healthy,
productive and responsible lives!

CHALLENGES & OPPORTUNITIES

- **Consistent and Interconnected Leadership:** The next superintendent will need to establish a positive, proactive and cohesive leadership team that is inclusive of the Board of Directors, district and building administrators and association leadership that works together to build trust in the Griffin community.
- **District and Community Unity:** The next superintendent will need to be highly engaged with students, parents, staff, the Squaxin Island Tribe and the Griffin community, building a lasting sense of trust and a reputation of responsiveness. This person will be seen as the leading face of Griffin School District and be a community leader.

PROFESSIONAL QUALIFICATIONS

- Washington State Superintendent Certificate or ability to acquire within the first two years of employment.
- Experience and knowledge of the current legal and regulatory environment related to schools in Washington State.
- A leader with skill in mediation and conflict resolution who has the ability to be decisive and to stand behind difficult decisions.
- Deep understanding of the need to create more inclusive schools.
- An educational leader with experience as a successful educator and administrator with classroom and building level administrative experience.
- A leader who uses excellent communication skills and is willing to listen

- **Inclusive Leadership:** The next superintendent will need to be well-versed in acknowledging and celebrating the diversity within the community, supporting students with disabilities and those who come from historically marginalized groups, while also acknowledging and celebrating the values and culture of the community.
- **Strategic Planning:** The next superintendent will need to be skilled in strategic planning and be able to manage short-term and long-range goals and objectives.
- **Financial Health and Budget:** The next superintendent will need to work with the Board of Directors, administration, community, staff and district associations to stabilize the financial resources of the Griffin School District for future teaching and learning needs, as well as addressing appropriate facility needs.
- **Learning Programs:** The next superintendent will need to maintain and grow effective student learning programs, as well as develop and enhance comprehensive systems to support continued success for the district's students, staff and schools.



to a wide variety of perspectives and ideas while also building trust among stakeholders.

- A leader who is collaborative, able to build consensus around leadership decisions, while also relying on the strengths and abilities of district staff.
- A leader who can identify problems and issues, be decisive and stand behind hard decisions.

PERSONAL CHARACTERISTICS

- A person of integrity who is honest, has strong ethical practices and expects other leaders to follow that example.
- A person who clearly understands a small school system environment and can navigate current societal challenges.
- A highly personable individual who is mindful and respectful of all stakeholder groups.
- A person who has the knowledge, experience and understanding of families and their needs and the ability to develop systems to address those needs.
- A person who displays humility and a sense of humor and can inspire others to do their best work.
- A person able to lead the district and community through the processes of change with a focus on the missions and goal of providing an exceptional education to all students.
- A person who clearly understands a smaller school system and can navigate current societal challenges and their impact on the school system.
- A person who can develop and manage a stable school system through accessibility and effective interpersonal skills, while being collaborative, visible and trustworthy.
- A person who has the ability to build a trusting, safe environment through patience, transparency and being socially aware of the district and community.

THE DISTRICT & COMMUNITY

Griffin School District is located in Thurston County, Washington, a few minutes northwest of Olympia in one of the most beautiful settings in the southern Puget Sound region. The small supportive community includes many long-time residents who are dedicated to preserving the pristine natural environment, which offers beach combing, fishing, boating, hiking, golfing, biking and other outdoor activities across the Steamboat Island area. Local businesses and several community events add to the charm of this community where schools are a source of local pride.

The district has earned a stellar reputation for providing high-quality education services to students in partnership with families and the community. An active Parent/Teacher Organization and the Griffin School Foundation provide generous support for enrichment activities, family/community events, scholarships, staff training, facility enhancements and support for special student learning needs.

Griffin School District serves approximately 580 students in Kindergarten through 8th Grade in a combined Elementary/Middle School facility. The area is also served by the Olympia School District where most Griffin students go to attend Capital High School. In February 2022 voters passed a replacement levy supporting ongoing capital projects, technology and facility safety needs. In February 2024 voters also approved a four-year Educational Programs and Operations Levy. This supplemental funding support from the local community further enhances the quality of education provided at Griffin through expanded learning opportunities, as well as funding for school safety initiatives, facility needs, technology upgrades and special education support not fully funded by the state.

BOARD MEMBERS

Julie Osterberg - Chair
Trish Gregory - Vice Chair
Emma Rose, PhD
Blair Baker
Tesa Frevert

COMPENSATION

The School Board will negotiate a contract commensurate with comparable school districts in the region, with a salary range of \$150,000 - \$160,000 depending on experience and training.

APPLICATION PROCESS

For full consideration, application materials are due March 22, 2024.
The District retains the right to accept applications until the position is filled.

A completed application packet should include the following:

- A formal letter of application
- A completed application form (request from Tom Rockefeller)
- A current resume
- Three to five letters of recommendation
- A written statement explaining how you plan to address each of the challenges and opportunities noted in this vacancy announcement

Send an electronic copy of all application materials to:
Tom Rockefeller, Consultant/COO: rockefeller.tom34@gmail.com and
trockefeller@superintendentsearch.com
Gene Sementi, Consultant: sementi8822@gmail.com
Dennis Ray, CEO: dennisray@superintendentsearch.com

Application materials will become property of NWLA and will not be returned to the applicant.
Please do not contact the school district directly regarding the selection process for this position.
All inquiries, including those from applicants with disabilities who need help in completing application materials, should be made to the following NWLA Associates:
Tom Rockefeller | Phone: (509) 590-8453 | Email: rockefeller.tom34@gmail.com
Gene Sementi | Phone: (509) 998-8394 | Email: sementi8822@gmail.com

Northwest Leadership Associates | dennisray@mac.com,
dennisray@superintendentsearch.com, Liberty Lake, WA 99019

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