



Tomorrow's Leaders Today
Northwest Leadership Associates

 NW Leadership Associates
 presents an invitation to apply
 for the position of
**DEPUTY/SUCCESSOR
 SUPERINTENDENT**
 Kennewick School District
 Kennewick, WA

The Kennewick School District is seeking an outstanding educational leader to become the next superintendent.

During the 2024-25 school year, the selected candidate will serve as a deputy/successor superintendent overseeing human resources, business services and operations. Throughout the 2024-25 school year, the selected candidate will have the opportunity to learn about the district and community and work with the Board and current superintendent. The selected candidate will be appointed superintendent on July 1, 2025, when the current superintendent retires.

To receive full consideration apply by March 8, 2024. This position is open until filled.



OPPORTUNITIES AND CHALLENGES

- Maintain and build strong community partnerships with city government, law enforcement and community agencies/groups.
- Foster collaborative, unifying relations with and among Board members, community members, parents and staff.
- Support the district's established mission, vision, goals and strategic plan.
- Be visible and actively engaged in the community and in schools.
- Continue to build a highly collaborative district leadership team focused on supporting schools and staff.
- Ensure safe schools and classroom environments.

DESIRED PROFESSIONAL SKILLS AND QUALIFICATIONS

- Possesses high standards of professionalism, honesty, integrity and accountability.
- Builds positive public relations and trust through strong interpersonal skills and exceptional communication skills such as listening, writing and speaking.
- Demonstrates experience in maintaining and enhancing high standards and possesses a strong focus on high student academic achievement.
- Exhibits strong fiscal background including experience with levy and bond elections.
- Has success in working with labor unions and experience with interest-based problem solving and bargaining processes.
- Is a highly responsive, collaborative and



- decisive problem solver.
- Values diversity within the community and schools.
- Successful experience as a classroom teacher, school administrator, district administrator and/or superintendent preferred.

THE DISTRICT

The Kennewick School District is a dynamic public school system - the largest in Mid-Columbia and all southeastern Washington.

More than 19,000 students are enrolled in our 33 schools and learning programs. The district experienced a trend of steady enrollment growth over the past 10 years; enrollment has leveled and is projected to be consistent in the years ahead.

We employ a staff of more than 3,500, including 1,320+ certificated and 1,180+ classified workers, with an annual budget of approximately \$320 million.

We're committed to safety, to student academic growth and achievement, and to ensuring all students are prepared to be successful in post-secondary education, work and life. We value our families as key partners their children's education, and we collaborate with our community to serve our students and families. Our top-tier staff is passionate and dedicated, and we strive to be innovative through use of technology and educational best practice.

For more information about the Kennewick School District visit:
<https://www.ksd.org>

THE COMMUNITY

We also benefit from a steadfast Kennewick community.

Our Kennewick citizens have a long history of supporting district bonds and levies. In February 2019, our latest bond - which was the largest ever - passed with nearly 63% voter approval. While we experienced two levy failures following the pandemic, our community passed the 2023 levy with nearly 56% voter approval.

We're located in the Tri-Cities, Washington, a growing metropolitan area known for its 300 days of sunshine each year, abundant outdoor recreation opportunities, burgeoning arts and culture offerings, and its family-friendly lifestyle.

Kennewick is within about 3.5 hours of both Seattle and Portland.

For more information about Kennewick, Washington visit:
<https://www.go2kennewick.com>

BOARD OF DIRECTORS

Mr. Gabe Galbraith, President
Mr. Micah Valentine, Vice President
Ms. Brittany Gledhill, Legislative Rep
Mr. Mike Connors
Dr. Josh Miller

COMPENSATION

2024-25 School Year Deputy/Successor Superintendent Contract: Annual base range \$186,794 - \$210,048 (depending on experience) + longevity incentive pay + benefits; \$1,500 doctoral stipend

2025-26 School Year & Beyond Superintendent Contract: A contract will be negotiated with a competitive salary commensurate with the candidate's experience.

APPLICATION PROCEDURES

For full consideration, application materials are due by March 8, 2024

The Kennewick School District retains the right to accept applications until the position is filled.

A completed application packet should include the following:

- A completed application form (request from Bill Jordan or Sergio Hernandez)
- A current resume
- Four to six letters of recommendation
- A written statement explaining how you plan to address each of the leadership opportunities and challenges noted in this vacancy announcement

Send an electronic copy of all application materials to:

- **Bill Jordan, Consultant:** bjordan@superintendentsearch.com and bjordan6@gmail.com
- **Sergio Hernandez, Consultant:** shernandez@superintendentsearch.com and sahernandez@wwps.org
- **Tom Rockefeller, COO:** trockefeller@superintendentsearch.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 Kennewick 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:

Bill Jordan | Phone: (509) 850-8069 | Email: bjordan@superintendentsearch.com - bjordan6@gmail.com

Sergio Hernandez | Phone: (509) 389-3940 | Email: shernandez@superintendentsearch.com - sahernandez@wwps.org

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

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