



 presents an invitation to apply
 for the position of
SUPERINTENDENT
 Woodland Public Schools
 Woodland, WA

The Board of Directors of Woodland Public Schools
 seeks highly qualified applicants for the
 position of superintendent.

This position is open until filled. To receive full
 consideration, apply by March 18, 2024.



VISION STATEMENT

Woodland Public Schools, in partnership with families and the community, will create a PreK-12 system that serves and supports ALL children - and ensures that EACH child has FULL access to, is engaged in and obtains an excellent education that prepares them for responsible citizenship and a future of adaptability and success in life and their chosen endeavors.

CHALLENGES and OPPORTUNITIES

- **Financial Health and Budget:** The next superintendent will need to work with the Board of Directors, administration, community and employee associations to stabilize the financial health of Woodland Public Schools for both the short and long term.
- **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 administration and association leadership that works together to build trust within the district and Woodland community.
- **Building Strong Relationships with the Woodland community and Port Districts:** The next superintendent will

PROFESSIONAL QUALIFICATIONS

- A **highly visible leader** who is focused and engaged with students, staff, school and the community.
- A **fiscal leader** with the knowledge and experience to manage the district's finances in an equitable manner for the benefit of all students and staff.
- An **experienced educational leader**, with experience as a classroom teacher and building level administrator. Superintendent or Assistant Superintendent experience is preferred. A Superintendent credential is also preferred.
- A **politically astute leader** who understands both local and state politics and has the ability to address laws, policies and mandates that directly impact the district and also has knowledge and understanding of the United States and Washington State constitutions.
- A **collaborative leader** who is able to build

need to build and maintain strong relationships with local municipalities to both effectively meet the needs of Woodland Public Schools and the Woodland community, while being understanding and strategic in funding requests and financial support.

- **District and Community Unity:** The next superintendent will need to be highly engaged with students, parents, staff and the Woodland community, developing a lasting sense of trust in the district and a deep-rooted sense of long-term support. This individual must be respected and seen as the leading face of the district.
- **Learning Programs:** The next superintendent will need to maintain and grow student learning programs specifically in college ready and CTE programs, K-12, as well as develop and enhance comprehensive systems to support success for district students, staff and schools.
- **Community and Staff Engagements:** The next superintendent will need to develop and support a clearly articulated long-term vision for the District that fosters a strong process for including all stakeholders of the Woodland community in a trusting and transparent manner.

consensus around leadership decisions, while relying on and supporting the strengths and abilities of district staff.

- A **decisive leader** who can identify problems and issues and stand behind hard decisions.
- An **excellent communicator** who is willing to listen to a wide variety of perspectives and ideas, while also building trust among stakeholders.
- A leader who will be a Woodland Public Schools resident.

PROFESSIONAL CHARACTERISTICS

- A person of **integrity** who is honest, practices high ethical behavior and expects other leaders to follow this example.
- A person who can **admit mistakes, inspire others** to do their best work and exhibits a **sense of humor**.
- A person who clearly **understands a school system** and can **navigate** current societal challenges.
- A person able to **lead** the district and community through the change process with a focus on the mission, vision and goal of providing an exceptional education to all students.
- A **highly personable** individual who is mindful and respectful of all groups and departments that make a school district function.
- A person who is **approachable** and knows the people in the district and the community.
- A person who has the **knowledge, experience and understanding** of families and their needs and the ability to develop systems to address those needs.

THE DISTRICT

Woodland Public Schools is located in the beautiful southwest region of Washington state. The district serves approximately 2,300 K-12 grade students in five traditional schools and two alternative learning programs. The district's traditional schools include: Woodland High School (grades 9-12), Woodland Middle School (grades 5-8), North Fork Elementary (grades K-4), Columbia Elementary (grades K-4) and Yale Elementary (grades K-4). Alternative learning programs include: TEAM High (grades 9-12) and Lewis River Academy (K-8).

Woodland Public Schools is unwavering in its commitment to student growth and learning. District schools have a reputation of offering quality instruction from a staff of highly qualified teachers and support staff. Woodland Public School students consistently demonstrate their learning with high levels of success on statewide and local measures of learning. Woodland students are supported by 158 certificated staff members, 146 classified staff and 13 building and district level administrators. Woodland Public Schools is extremely proud to have 14 nationally board-certified teachers as members of its teaching staff.

Woodland Public Schools is proud that high school students can participate in Running Start, College in the High School, Advanced Placement and dual-credit courses. Additionally, the district offers Career and Technical Education (CTE) courses including high demand pathways offered at Cascadia Tech Academy.

THE COMMUNITY

Woodland, Washington, is a closely connected community nestled in the scenic beauty of the Pacific Northwest. Located in southwest Washington, Woodland is conveniently located on the Interstate 5 corridor, approximately 15 minutes north of Vancouver, Washington, and less than 30 minutes from Portland International Airport and downtown Portland. Woodland, with a current population of 6,540, is a fast growing community. The city, rich with history, is culturally and politically diverse. Strong retail, small and large businesses, agriculture, services and manufacturing provide a strong economic base for the community.

Woodland is known for its friendly residents who embrace a welcoming small-town atmosphere. Residents and visitors alike appreciate the many outdoor opportunities the area offers through its numerous local parks and activity spaces, as well as easy access to rivers, reservoirs and forested areas. Recreational opportunities include hiking and caving at Mt.

Saint Helens (less than an hour's drive), hunting and camping in nearby National and State parks, clamming, deep-sea fishing and whale watching at the coast, as well as a variety of professional sports teams and venues in Portland and Seattle.

For more information about the district visit:
<https://www.woodlandschools.org/>

BOARD MEMBERS

Sarah Stuart - District #1
Paul McLendon - District #2
Jeff Wray - District #3
Trish Huddleston - District #4
Tom Guthrie - District #5
Cody Krieger - Student Representative

COMPENSATION

The School Board will negotiate a three-year contract with the salary commensurate with comparable school districts in the region. The annual salary will be \$205,000.

APPLICATION PROCESS

For full consideration, application materials are due March 18, 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 or Jada Rupley)
- A current resume
- Four to six 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, COO/Consultant: rockefeller.tom34@gmail.com and
rockefeller@superintendentsearch.com

Jada Rupley, Consultant: jada@pointnorthinc.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 and
rockefeller@superintendentsearch.com

Jada Rupley | Phone: (360) 281-5544 | Email: jada@pointnorthinc.com

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

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