



presents an invitation to apply
for the position of

SUPERINTENDENT

Bethel School District
Spanaway, WA

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

This position is open until filled. To receive full
consideration, apply by May 19, 2024.



MISSION STATEMENT

The mission of the Bethel School District is to provide a safe educational environment which enables students to develop and apply the skills, knowledge, attitudes and values needed to realize their maximum potential.

With this mission in mind, we commit to the following:

Through the accomplishment of these commitments, students will be better prepared to participate as ethical, cooperative, responsible and productive citizens.

The Bethel School District will work with parents, the business community and the community at-large as partners in the achievement of this mission.

- Bethel's educational program will ensure that students learn and are able to effectively apply basic and advanced skills and processes in all academic areas.
- Bethel students will develop the skills needed to communicate their thoughts logically and effectively, as well as to express their individuality and creativity.
- Bethel students will have the skills and abilities needed to meet the challenges of an information society and to utilize its rapidly changing technologies.
- Bethel students will demonstrate a basic understanding of our democratic process and the responsibility for citizenship in an international society.
- Bethel School District will promote an understanding and respect for the diversity of cultures and a recognition of the uniqueness of others in a pluralistic community.

- Bethel will provide an ongoing program of staff development which includes working with staff to incorporate a variety of teaching strategies that meet individual needs, help students discover information, gain knowledge and to excel in academics, the arts and athletics.
- Beth School District will provide a learning environment that prepares students to successfully transfer the knowledge, skills and attitudes learned in school to institutes of higher education and future careers.

CHALLENGES and OPPORTUNITIES

- **District and Community Unity:** The next superintendent will need to be highly engaged with students, parents, staff and the communities of Bethel School District in building a lasting sense of trust and a reputation of responsiveness. This person will be seen as the leading face of Bethel School District and be a community leader.
- **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 and work to create a culture of belonging where every child can flourish.
- **Learning Programs:** The next superintendent will need to maintain and grow student learning programs specifically in college-ready and CTE programs, K-12 learning programs, as well as develop and enhance comprehensive systems to support success for students, staff and community.
- **Strong Political Leadership:** The next superintendent will need to be a politically astute leader with the knowledge and skills to navigate local and state politics with the ability to address laws, policies and mandates that impact the Bethel School District. Additionally, the next superintendent will need to be highly connected with local municipalities and both state and federal governmental agencies.
- **Growth:** The next superintendent will need to sustain and fund current and future growth by continuing the development of innovative, culturally responsive, diverse, inclusive and effective programs in response to district needs that will bring Bethel School District to even greater levels of service and support.
- **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 Bethel School District for future teaching and learning needs, as well as addressing appropriate facility needs.
- **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 for learning programs, appropriate staffing and facilities throughout Bethel School District.
- **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

HIGHLY DESIRABLE QUALITIES

- Demonstrates proficiency in determining appropriate communication methods, frequency and timing when engaging with the board of directors, staff and the community.
- Approachable and charismatic with strong interpersonal skills, adept at connecting with diverse individuals.
- Displays compassion and empathy, understanding others' emotions effectively.
- Demonstrates intercultural competence and experience navigating diverse cultural backgrounds.
- Fluent or bilingual in a language spoken by the school district, facilitating communication.
- Strong advocate for equity, integrity and professional boundaries, fostering inclusivity and collaboration.
- Demonstrated expertise in implementing equity and social justice principles or related concepts within a large organization, including the ability to articulate these concepts clearly and effectively to a diverse audience.
- Minimum of 5 years of experience in education.
- Demonstrated experience with STEM education and fostering innovation.
- Comprehensive knowledge of education policy issues, legislative process and government relations, coupled with a proven record of advocacy and policy achievements.
- Proven track record of surpassing Key Performance Indicator (KPI) targets.

DESIRED PROFESSIONAL ATTRIBUTES

- Shows dedication to equity by acknowledging the necessity to reform current systems and implement necessary supports, strategies and frameworks to achieve this objective.
- Demonstrates cultural intelligence, with a deep understanding of diverse cultures and the capability to adjust their approach to suit different cultural norms effectively.
- Exhibits determination and a forward-thinking mindset.
- Experience working in/living in communities similar to unincorporated Pierce County, where government resources are limited, showcasing adaptability and resilience.
- Demonstrates political savvy and expertise in legislative processes across different government levels.
- Proven track record in educational lobbying and advocacy efforts.
- Previous experience as a social worker or educator, providing firsthand insight into relevant challenges.
- Ability to navigate diverse political

administrators and association leadership that works together to build trust in the Bethel community.

ideologies while fostering collaboration and neutrality.

- Holds an EdD or PhD or advanced degrees in Education or a related field.
- Demonstrates success in passing bonds and levies and proficiency in managing large and complex budgets.

THE DISTRICT

The Bethel School District is located in Pierce County, Washington. We serve a large unincorporated area that includes Fredrickson, Graham, Roy and Spanaway. We are proud to be home to 21,000 students and their families.

This year marks the 75th anniversary of our district. In 1949, 34 smaller districts were consolidated to form the Bethel School District. In the past seven decades the district has seen enormous population growth. We are now the 12th largest school district in the state. Bethel School District is also the 46th largest employer in Washington.

Bethel has more than 30 schools including 18 elementary schools, six middle schools, three comprehensive high schools, one K-8 school, one alternative high school, one alternative middle school, one virtual academy and an acceleration academy. Bethel is also the host district for the Pierce County Skills Center, which serves ten local school districts.

Bethel is a dynamic and innovative school district offering many programs that give students a wide range of opportunities to excel. These include a Cambridge International program, Spanish Dual Language Immersion program and a wide variety of CTE programs from JROTC to drone piloting. We also have an amazing music education program and the district's focus on college and career readiness ensures students have the skills they need to be successful following graduation.

THE COMMUNITY

The Bethel School District covers 202 square miles and one-eighth of the population of Pierce County lives within our boundaries. There are 79 languages spoken in the district, the four most common being Spanish, Russian, Ukrainian and Samoan. Additionally, our Native American Education Program supports 450 students from 97 different tribes.

In 2019, voters passed the district's most recent School Construction Bond that provided funding for a variety of projects including a new elementary school and new high school.

Because of the lack of a formal city government, the Bethel School District has found, and continues to find, itself in the unique position of being able to step in and help find solutions to community concerns and issues. Along with legislative advocacy from the district's senior staff and superintendent, two school-based health clinics operate in two of our schools, with a third scheduled to open this fall. This helps make healthcare more accessible for students and their families.

Additionally, Pierce College, in partnership with the district, operates satellite campuses at two of Bethel's high schools,

For more information about the district visit:

<https://www.bethelsd.org/>

BOARD MEMBERS

Marcus Young, Sr., President - District #1
Erasmio Ruiz - District #2
Roseanna Camacho - District #3
Terrance Mayers, Sr., Vice President - District #4
Teresa Cosio - District #5

COMPENSATION

The Bethel School District Board of Directors will negotiate a compensation and benefit package that is regionally competitive with comparable school districts and based on education, experience and professional qualifications.

APPLICATION PROCESS

For full consideration, application materials are due May 19, 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 Pam Veltri, Laurel Browning or Tom Rockefeller)
- A current resume
- Four to six letters of recommendation
- A written statement explaining how you plan to address each of the first four Challenges and Opportunities noted in this vacancy announcement

Send an electronic copy of all application materials to:

Pam Veltri, Consultant: pveltri2@gmail.com

Laurel Browning, Consultant: lbrowning7@gmail.com

Tom Rockefeller, Consultant COO: rockefeller34@gmail.com and
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 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:

Pam Veltri | Phone: (509) 710-1402 | Email: pveltri2@gmail.com

Laurel Browning | Phone: (360) 770-6000 | Email: lbrowning7@gmail.com

Tom Rockefeller | Phone: (509) 590-8453 | Email: rockefeller34@gmail.com

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

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