
 presents an invitation to apply
 for the position of

SUPERINTENDENT

Pioneer School District
 Shelton, WA

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

This position is open until filled. To receive full consideration, apply by April 15, 2020.



PIONEER SCHOOL DISTRICT



CHALLENGES AND OPPORTUNITIES

- Develop fair, effective, and transparent systems and procedures for dealing with issues, for implementing programs, and for providing professional development
- Faithfully implement the District's strategic plan (currently under construction) in a manner that is inclusive and collaborative, while holding yourself, the Board, and the staff accountable for results
- View your work through an equity lens and continue to focus the district's attention on closing achievement gaps
- Work with the school board to build a strong team that is characterized by a focus on student success, effective two-way communications, and transparency
- Continue to implement and support district initiatives including AVID, the effective use of school improvement plans, PBIS and/or Restorative Justice, and building a culture of mentorship

PROFESSIONAL QUALIFICATIONS

- A well-rounded educational background with experience as a teacher and principal
- Experience in a K-8 environment or the courage and endurance to ask questions in learning and building upon the complexities of a K-8 system
- Superintendent credential preferred

DESIRED PERSONAL CHARACTERISTICS

- Is visible in the schools and engaged in the community
- Models high standards of professionalism and ethical behavior at all times
- Exhibits strong interpersonal skills, including transparent and respectful interaction with students, staff, families, and community
- Willing to engage in crucial conversations
- Models a growth mindset
- Exhibits a collaborative leadership style

THE DISTRICT

Pioneer School District serves approximately 750 students in grades P-8. Students are housed in modern, up-to-date facilities located on a central campus situated in a beautiful, rural setting. While high-school-age students currently attend the Shelton School District, the Board of Directors is interested in exploring the feasibility and developing strong community support for a comprehensive high school.

The Vision of Pioneer School District *High levels of learning for all . . . Every Child, Every Day*

The district boasts a strong teacher and administrative team committed to meeting the needs of the whole child and creating a rich learning environment for each and every student. The Board desires to hire a superintendent who will continue to build on the successful programs currently in place to meet the needs of all Pioneer students, approximately 65% of whom qualify for free or reduced lunches.

DISTRICT STRENGTHS

- Strong connections between schools and community
- New facilities that reflect strong community support
- Close-knit community and great place to raise a family
- Beautiful area and great recreational opportunities
- Strong, caring staff who embrace the needs of each child
- Strong, cohesive school board and leadership team
- A history of strong, responsible financial management

THE COMMUNITY

Pioneer School District encompasses a rural area east of Shelton. The district has some small farm operations but it is mainly forested, accented by lakes and Puget Sound waterways. An increasing number of residents commute to neighboring communities for employment. Homes and acreages are affordable, some featuring beautiful water frontages. The community enjoys a rich sense of both old and new, and there is a strong sense of pride and renewal in the community. The district's new schools and its quality education coupled with its beautiful setting is attracting young families to the area.

For more information about the district:

<https://psd402.org/>

BOARD MEMBERS

Ginny Beech - Chair
Mike Felton - Vice-Chair
David Daggett
Dwayne Kipple
Janeen McLaughlin

COMPENSATION

The School Board will negotiate a multi-year contract with a salary that is very competitive with similar school districts in the region.

APPLICATION PROCEDURES

For full consideration, application materials are due April 15, 2020.

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 Dr. Roger Rada)
- 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 the application materials to the following address:

hillradaschools@gmail.com

Questions and/or requests for application materials may be made to:
Dr. Roger Rada Email: **hillradaschools@gmail.com** Phone: 503-812-2995

