



EVERETT

Public Schools

**Seeks a Superintendent of Schools
for an exemplary school district
One half hour north of downtown Seattle
One hour south of U.S. Canadian border
Application materials due Feb 5, 2009**

Requirements:

The candidate must have or be eligible for Washington superintendent credentials or relevant work experience. More information about Washington's superintendent accreditation process is available on the Superintendent of Public Instruction's Website at www.k12.wa.us.

We seek a superintendent with the following leadership qualities:

- First and foremost, a passion for educating each child, for improving the achievement of each group of students and for engaging families and communities in supporting the success of each student.
- Second, the willingness to respect the ongoing strategic work of the district and the ability to lead a strategic planning process that continues to ensure each student is prepared for his or her future.
- The new superintendent will be:
 - a visionary leader
 - results-oriented
 - a courageous decision maker
 - honest, trustworthy and ethical
 - approachable, collaborative and open-minded
 - a committed advocate for public education
- Specific skills and qualifications of the new superintendent should include:
 - Expertise in management of a complex educational organization
 - Experience with strategic planning processes
 - Expertise in continually improving education systems
 - Commitment to high-performance standards for self and others
 - Ability to develop and nurture collaborative relationships with staff, employee associations, parents and community
 - Ability to respect and value racial and cultural diversity
 - Ability to communicate effectively with diverse populations
 - Experience in attracting, developing and engaging high-quality staff and building cohesive, high-performing teams
 - Commitment to being an active participant in the community on behalf of Everett Public Schools
 - Willingness to make a long-term commitment to district and community



Selection process:

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. The board has chosen to conduct all aspects of the search themselves, taking sole responsibility for screening candidates, checking references, interviewing and selecting the superintendent. All public input into the selection process was conducted in the fall of 2008 to give the board a solid understanding of community and staff leadership expectations for the district's next superintendent.

Deadlines and application process:

The Everett Public Schools board of directors encourages all qualified candidates to apply by the **deadline of Feb. 5, 2009**. First round of interviews are tentatively set for Feb. 5-19-22, 2009 with a second round if needed, in early March. The successful candidate will begin work on July 1, 2009 and will spend an agreed-upon time in the district prior to July 1 to transition into the position and begin meeting the community.

Requests for application materials and all completed materials may be addressed to Everett Public Schools Superintendent Search, P.O. Box 3370, Everett, WA 98213 or emailed to the address below. Do not send materials to a school district office.

Questions may be sent to:

superintendentsearch@everettsd.org or addressed to board members Sue Cooper (425) 259-1577 or Karen Madsen (425) 337-5552.

To be considered complete, applications for this position must be received by Feb 5, 2009 and must include:

- Letter of interest
- Resume
- Placement file or three to five letters of reference with contact information for those making references
- Completed application form, including response, in 1,000 words or less, to the following:

Explain the role of the superintendent in implementing educational systems that ensure each student learns to high standards.

Salary:

The salary will be in the range of \$190,000 - \$210,000. The final salary for the successful candidate will be negotiated and determined based upon proven experience, education and qualifications. A comprehensive and competitive benefits package, in addition to retirement benefits through Washington state, is also available.

More resources are available on line:

- [Everett Public Schools](#)
- [Snohomish County](#)
- [City of Everett](#)
- [City of Mill Creek](#)
- [Everett Herald](#)
- [Office of Superintendent of Public Instruction](#) (Washington state's department of education)
- [Washington Association of School Administrators](#)
- [Washington State School Directors Association](#)

