

An invitation to apply ~

SUPERINTENDENT
Republic School District



The Republic School District Board of Directors announces its search for a Superintendent of Schools to succeed Mrs. Teena McDonald who has accepted the position of Superintendent of Stevenson-Carson School District and will leave Republic on June 30, 2011.

Learn more about our district -
www.republic.wednet.edu

The Republic School District

A great community

.....

The Republic School District is located in the town of Republic, which lies nestled at the foot of the Kettle Mountain Range in north central Washington. Scenic State Highway 20 runs through the town which is just 120 miles northwest of Spokane. Republic has been a center for gold mining in this mountainous area for over 100 years. Forestry, ranching and tourism also contribute to the economic base. The discovery of a world class fossil bed in Republic brings thousands of visitors to the community annually.

The district serves a population of approximately 2000. The district's 27 certificated staff, 28 classified staff and 3 administrators serve a student population of 385 in a 6-8 middle school, 9-12 senior high school and a K-5 elementary school. The school district and community are proud of the elementary school, completed in 1995, which adjoins the senior high school.

The school district has an annual operating budget of approximately \$4.2 million and an assessed valuation in 2006 of \$256,212,462. A three-year maintenance and operations levy was approved in February 2009 with 64% voter approval. This levy will provide \$399,800 annually to the district's budget.

The relative remoteness of the community has insulated the district from many of the problems, which plague larger urban school districts. Community support for the schools is high in both academics and athletics. Republic's teams shine competitively and the graduating seniors shine academically.





The Successful Candidate

The Board seeks candidates who are professional educators with a proven record of successful teaching and administrative experience. A master’s degree and superintendent’s credentials are preferred.

Preferred professional qualifications include:

We are looking for a leader who will:

- Be approachable, visible and involved in schools and the community
- Assist staff and students in reaching maximum potential
- Understand the characteristics of the rural district
- Be an excellent communicator, willing listener and effective motivator
- Understand school finance and have the ability to clearly communicate issues related to budget and finance, including the successful levy process
- Have the knowledge and ability to secure additional revenue through the process of successful grant applications
- Demonstrate common sense, good judgment and a sense of humor

Preferred personal qualifications include:

The School Board, community and staff are seeking candidates with the following qualities and qualifications.

- Good listener; solicits and considers input from all appropriate parties.
- Sincere, genuine, good communicator
- Visible throughout the school district and involved with the community and its activities.
- A willingness to become an active, engaged member of a small community.
- Honest; has high integrity; inspires trust
- Confidence to know own strengths and limitations and has the courage to make difficult decisions.

Challenges

The Board of Directors expect our new educational leader to be able to meet the following challenges:

The superintendent will be expected to:

- Maintain and promote community confidence and trust in the school district by being a positive team player.
- Lead, motivate and encourage staff to provide the most appropriate educational experience for each child.
- Maintain and improve the financial stability of the district.
- Maintain positive communications between the school and community.
- Ensure continuation of the positive, collaborative relationship that exists between the district and its employees.

Contract provisions

The board will negotiate a multi-year contract with salary and benefits competitive with other districts of a similar size.

Consultants to the board

The school board has retained Educational Consultants L.L.C. to assist in the selection process. *Candidates are requested not to contact board members directly.*





The Application Process

The Board has retained Education Consultants L.L.C. to assist in the selection process.

A completed application will include:

- A letter of application including brief statements about how the candidate’s personal and professional qualifications meet the district’s listed challenges
- Completed district application form
- Current professional resume
- An up-to-date college or university placement file and/or at least four recent letters of recommendation (letters from at least two present or former board members should be included)

Information and application materials can be obtained from and should be sent to:

Glenn K. Frizzell
Education Consultants L.L.C.
 1919 63rd Ave
 Spokane, WA. 99223
 (509) 448-5279
 gfrizz@aol.com

Information and application material may be downloaded from the consultant’s website www.edconsultllc.com or the Republic School District website - www.republic.wednet.edu

To be considered, a candidate must have all materials on file no later than 5:00 P.M., April 28, 2011. However, the Board will reserve the right to continue to accept applications until the position is filled.

Search Schedule

- Application deadline April 28, 2011
(The Board of Directors retains the right to continue accepting applications until the position is filled)
- Screening of applications May 2-6, 2011
(Applications will be screened by Educational Consultants L.L.C.)
- Board interviews May 9-10, 2011
- Announcement of new superintendent May 25, 2011
- Employment begins July 1, 2011

School Board Members

- | | |
|--------------------------|-------------------|
| Ralph Ellingson, Chair | Term expires 2013 |
| David Heinen, Vice Chair | Term expires 2011 |
| Mary Rourke | Term expires 2011 |
| Cherie Exner | Term expires 2011 |
| Travis Fletcher | Term expires 2011 |