



presents an invitation to apply for the position of

Superintendent

Toledo School District
Toledo, Washington



Toledo School District #237

"Each Child, Each Day, Each Classroom."

ABOUT THE POSITION

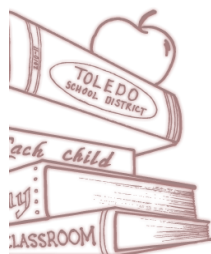
The Toledo School District Board of Directors is seeking a superintendent to replace Sharon Bower who is leaving after nine successful years in the position.

This is an outstanding leadership opportunity for the right candidate. The district is in good financial condition and boasts a strong base of support in the community. This is an opportunity to work with a cohesive, dedicated board of directors and a strong and dedicated administrative, teaching, and support staff.

The application deadline is February 27, 2015.

*Dennis Ray
Northwest Leadership
Associates*

About the District



Toledo schools serve approximately 750 students in four schools: high school, alternative school, middle school, and elementary school. The high school was recently recognized with a Washington State Achievement Award. In addition to the superintendent, business manager, and district secretary, the district employs principals at the high school, middle school, and elementary school levels. Classified administrators oversee maintenance and transportation. The Toledo School District has a dedicated staff committed to student success.

For more information, visit: www.toledo.k12.wa.us/

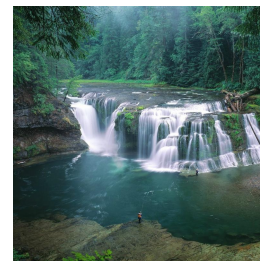
About the Community



Toledo is a tight knit community with a history of pride and support for its schools and extracurricular programs. It is a community with many long standing multigenerational families and strong and cordial working relationships with the Cowlitz Tribe. Toledo is located along the Interstate 5 corridor in the Cowlitz River Valley of south-central Lewis County.

Chehalis and Centralia are 18 miles north of Toledo and Kelso/Longview 23 miles south. The Toledo area offers opportunities for hunting, fishing, rafting, canoeing, wildlife watching, boating, and much more. It is a gateway to Gifford Pinchot National Forest and the Mt. St. Helens National Monument. The economy is similar to many rural communities with a mixture of retail, professional services, farming, and forestry. Some residents commute to larger cities nearby for industrial or office work.

For more information, visit: www.toledowa.us or www.visiontoledo.org



THE BOARD

Heidi Buswell
Chair

Jerad Buswell

Brad Dykstra

Dale Koth

Bill Moore



COMPENSATION

The Board will offer a contract with compensation and benefits commensurate with similar-size districts and based on the candidate's experience and qualifications.

Toledo School District Goals

Student Achievement

- Develop and implement Totem Pole 4 year District Improvement Plan
- Lead the Toledo School District PreK-12 system to ensure effective instruction for "Each Child, Each Day, in Each Classroom"

Technology

- Replace/upgrade both wireless and wiring at the middle school
- Replace network switches at the high school
- Update servers

Facilities

- Modernization bond for Toledo High School
- Upgrades to Toledo Elementary School
- Upgrades to Toledo Middle School
- Upgrades to sports facility

Fiscal

- Support all efforts toward the state of Washington fully funding education
- Build budget without using cash reserve
- Maintain six percent cash reserve
- Continue to seek grants to supplement budget/programs

Challenges and Opportunities

- Work with community and staff to address issues of aging facilities
- Continue to work with staff to coordinate PreK-12 programs and maximize learning opportunities for Toledo students
- Provide the instructional leadership necessary to take Toledo schools to the next level
- Continue professional development and implementation of TPEP and the AWSP Framework
- Develop strategies for transparency in decision-making and increased communication with community and staff
- Provide leadership in the Toledo community by being visible at community events, participating in community organizations, and working closely with other community

leaders

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Desired Qualities and Characteristics

- Strong communication skills and willingness to establish and maintain systems that provide for transparency in decision-making
- Personable, approachable, and willing to become an active member of the community
- Willing to commit to spending time in classrooms throughout the district
- Good listener
- Team builder
- Collaborator
- Honesty, integrity, positive thinker
- High energy

Application Procedures and Timeline

For full consideration, please submit the following material by **February 27, 2015**. However, the district retains the right to accept applications until the position is filled.

Those interested in pursuing this position are urged to contact Northwest Leadership Associates through Dennis Ray at 509-979-5561 or at dennisray@superintendentsearch.com.

Applicants may also contact Dr. Glenys Hill at 360-593-4300 or at rgrada@gmail.com.

- A letter of interest in the position
- A statement explaining how the candidate's experience and training prepares him/her to address the challenges outlined in this posting (maximum of one page per challenge)
- A résumé including information about potential references
- Four letters of recommendation
- A completed application form available from Northwest Leadership Associates (contact information below)

Send all application materials to:

Dr. Dennis Ray
Northwest Leadership Associates
724 N Lancashire Lane
Liberty Lake, WA 99019
dennisray@superintendentsearch.com

[Forward email](#)



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