



presents an invitation to apply for the position of

Superintendent

Yakima School District
Yakima, Washington

ABOUT THE POSITION

The Yakima School District is accepting applications for the position of Superintendent to replace Elaine Beraza who has done an outstanding job for the past six years and will be retiring at the end of the current year. This is an excellent opportunity for a proven leader with the interest and expertise to move a strong school district to the next level.

The position will be open until January 23, 2015.

Dennis Ray
Northwest Leadership
Associates



About the District

The Yakima School District is located primarily within the boundaries of the City of Yakima. Serving a diverse population of nearly 16,000 students, Yakima is the 18th largest district in Washington, the second largest in Eastern Washington, and the second largest Latino-majority district in the state.

Thirteen of the district's 14 elementary schools provide full-day, every-day kindergarten classes (Discovery Lab is a 1-8 school); International Baccalaureate and Advanced Placement programs at two high schools attract students from out of district; an already strong vocational program is growing every day with a new state-of-the-art skills center; and, alternative offerings include Stanton Academy, Yakima Online!, and various satellite programs. Over 70% of district graduates continue their education in colleges, universities, or technical schools.

A significant strength of the district lies in the diversity of the students it serves, with a student population that is 75% Hispanic, 20% white, and 5% Black, Native American, Asian/Pacific Islander or multi-racial. Fifteen languages are spoken by district students. An estimated 86% of students qualify for free or reduced lunches, however 100% of students receive breakfast and lunch as a result of the Community Engagement Project.

The district is also characterized by an exceptionally strong staff at all levels. The 1,775 employees include 927 certificated employees, 770 support staff, and 78 administrators. Seventy-two Yakima teachers have earned the prestigious National Board for Professional Teaching Standards certification.



YAKIMA SCHOOL
DISTRICT

THE BOARD

Martha Rice
President

John Vornbrock
Vice President

Walt Ranta

Raymond Navarro, Jr.

Graciela Villanueva

COMPENSATION

The Board will negotiate a multi-year contract with a competitive salary based on experience. The Board expects the new superintendent to be an active, engaged member of the Yakima community.

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The Yakima community supports education. After successfully passing a \$114 million Facilities Bond in 2009, work was begun to modernize Davis High School and replace Eisenhower High School. Stanton Academy was also replaced, as was the district stadium. Yakima's state-of-the-art facilities highlight the quality education provided to students.

The Board of Directors is solidly committed to the Policy Governance model it has successfully implemented.

For more information, visit: www.yakimaschools.org

About the Community

Yakima, with a population of 92,000, is the ninth largest city in Washington. Most of the people who founded Yakima were of European descent, although significant numbers of African Americans and Asian Americans homesteaded here as well. The Yakima Valley has experienced a large influx of Latino immigrants, many from the state of Michoacan in central Mexico. Today, the Yakima community enjoys a rich mixture of people from many cultural and ethnic backgrounds.

The Yakima Valley has long been known as one of the world's leading producers of apples and other tree fruits, including cherries, peaches, pears, nectarines, and apricots. The region also produces about 75% of all of the hops grown in the United States. Over 250 manufacturing firms are located in the valley producing a variety of products including aircraft parts, wood products, plastic products, recreational vehicles, and communications technology.

Tourism is the fastest growing segment of the Yakima economy. More than 70 wineries are located in the Yakima Valley and regularly draw visitors here to sample and buy internationally renowned varietals. Outdoor recreation includes water and snow skiing, fishing, boating, hiking, horse back riding, and white water rafting, making Yakima a favorite destination for people from throughout the Northwest and around the world.

For more information, visit: www.yakimawa.gov

Challenges and Opportunities

The next superintendent will need to lead the district in addressing the following challenges and opportunities:

- Continue implementation of significant improvements within priority schools, as well as achievement of the growth objectives identified by the School Board.
- Collaborate with the Board, staff, and community to articulate a clear vision, mission, and goals for student success.
- Recruit, support, and retain strong staff at all levels.
- Oversee responsible management of fiscal resources to ensure the continued support of the community.
- Advocate with local, state, and national policy makers to garner needed resources and programs to meet the needs of the Yakima schools and community.
- Facilitate the on-going implementation of Policy Governance as the guiding principle of the Board-Superintendent working relationship.

Skills and Qualifications

The Board of Directors, staff, and community are seeking candidates with the following skills and qualifications:

- An authentic love for students and a core belief that all students can learn.
- An understanding of and sensitivity to multi-cultural communities and issues related to poverty.
- A clear vision of education excellence and communication skills to effectively articulate that vision to a wide variety of audiences.
- A willingness to listen to others, and then be willing to make difficult decisions and hold him/herself and others accountable.
- A visible, open, and collaborative leadership style that inspires and builds teamwork and trust among all stakeholders.
- Ability and courage to develop, monitor, and enforce effective systems that contribute to student success.

- Honesty, integrity, empathy, and compassion. A servant leader.

Application Procedures and Timeline

For full consideration, please submit the following material by **January 23, 2015**. The district retains the right to accept applications until the position is filled.

- A formal letter of application
- A completed application form available from Dennis Ray at the address listed below
- A current résumé
- A minimum of five letters of recommendation that address the candidate's qualifications to successfully advance the leadership opportunities
- A written statement explaining how the candidate plans to address each of the leadership opportunities identified in this vacancy announcement. Each response should be not more than a single-spaced page with the appropriate opportunity identified in the heading

Those interested in pursuing this position are urged to contact Northwest Leadership Associates through Dr. Dennis Ray at 509-979-5561 or email address below.

Send all application materials to:

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

Forward email



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