
 presents an invitation to apply
 for the position of
SUPERINTENDENT
 Puyallup School District
 Puyallup , WA

The Puyallup School District is accepting applications for the position of Superintendent to replace Dr. Tim Yeomans, who has served as superintendent for the past seven 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 district is in excellent financial condition, enjoys a very supportive community and dedicated staff and has recently upgraded facilities.

This position is open until filled. To receive full consideration, apply by January 3, 2020.



CHALLENGES AND OPPORTUNITIES

- Support a unified, collaborative and distributive leadership team that, in turn, will develop comprehensive systems to support success for the district's schools, staff, and students.
- Retain and enhance the district's strong staff at all levels through the recruitment and vetting of outstanding new employees
- Continue the focus on equity and social justice, professional learning, and supports for new and struggling staff.
- Facilitate the articulation of a clear and inspiring educational vision for the district that can be shared and supported by all stakeholders
- Maintain the many areas of academic excellence within the district while

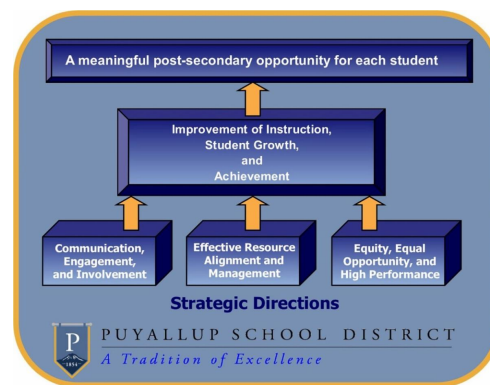


PROFESSIONAL QUALIFICATIONS

- Leadership skills required to develop and pursue a shared vision for excellence that can be supported by all
- Ability to build trust at all levels through an open, authentic, and transparent leadership style
- A people-oriented individual with unquestioned humility, honesty, and integrity
- A creative and innovative mind that anticipates the future, with the ability to help others accept change
- Excellent communication skills including the ability and willingness to listen intently to a wide variety of perspectives
- A passion for equity and social justice that promotes the educational success for all students.

developing and enhancing programs focused on early learning, and those that engage students not currently experiencing success, including the increasing number of students representing historically marginalized groups.

- Support completion of the facilities study currently underway and develop a comprehensive plan to address the facility needs of the district, including the passage of a bond issue to provide necessary funding.
- Promote ongoing financial sustainability, efficiencies and best business practices in support of student success



THE DISTRICT

The Puyallup School District is currently the ninth largest district in the state of Washington, serving a population of approximately 122,806 residents. The district is located six miles east of Tacoma, 30 miles south of Seattle, and is situated in the heart of the Puyallup Valley.

The district has 22 elementary schools, seven junior high schools, three comprehensive senior high schools, and an alternative school, all of which serve more than 22,500 students with a budget of \$325 million.

The district employs approximately 1,350 certificated, 1,412 classified staff, and 650 substitute personnel.

OUR MISSION

The Puyallup School District, in partnership with our diverse communities, educates and inspires students to reach their full potential.

OUR VISION

Puyallup School District students will be:

- Skilled in successfully applying knowledge in all required subjects.
- Competent as critical and innovative thinkers able to analyze and solve complex problems.
- Engaged as life-long learners pursuing their goals and dreams.
- Successful as communicators and collaborators.
- Proficient in demonstrating an understanding of and a respect for individual differences.
- Prepared to transition to post-high school opportunities and be able to compete locally and globally.
- Skilled in making life choices that are healthy and socially responsible.
- Motivated to strive for excellence.

OUR HISTORY

The Puyallup School District was organized in 1854 and was the third school district formed in the state of Washington. Fort Maloney, also known as the "Blockhouse," was built on the south bank of the Puyallup River. It was used by U.S. soldiers as a storehouse and was occupied by the John Carson family. Emma Carson was the first teacher in Puyallup and had four students in the Blockhouse School in 1861. Fort Maloney also served as the first post office.

SCHOLASTIC ACHIEVEMENTS

The Puyallup School District is celebrating gradual increases in graduation rates over the past several years. With 87.9% graduating in four years, and 90.2% in five years in 2018, Puyallup students are well above the state average.

In response to an increased demand for more competitive opportunities in academics, Puyallup offers an Advanced Placement Capstone program in each of the three comprehensive high schools. Highly Capable junior high students can enroll in AP courses at their neighborhood school, or attend the Puyallup Accelerated

Gifted Education (PAGE) Program offered regionally at three of the seven junior high schools. For elementary highly capable students, the QUEST Program is offered regionally at eight of the 22 elementary schools.

The Puyallup School District employs Achievement Via Individual Determination (AVID) strategies in 31 schools and boasts over 99 percent of AVID seniors from the class of 2018 graduated on time. The district is home to two Showcase Schools and two national AVID instructors. A comprehensive training program has resulted in the following:

- 28 percent of K-2 teachers are AVID trained
- 67 percent of grades 3-6 teachers are AVID trained
- 34 percent of secondary teachers are AVID trained

Using proven practices to teach students note-taking, organization, collaboration, reading, writing, and higher levels of questioning skills, Puyallup teachers are equipping students with skills that will help them be more successful in the classroom and in a global society.

With more than five percent of the student population speaking Spanish in their homes, the district has a growing population of English Language Learners who benefit from a strong ELL program, including dual language instruction at two elementary schools.

Knowing the long-term benefits, the PSD Board of Directors has placed significant value in early learning initiatives. For example, Kindergarten Academy is a 20-week early entrance program designed for children who have not had a formal preschool experience. Kindergarten Academy begins in January 2020.

The Puyallup School District owns and operates the Karshner Museum and Center for Culture & Arts which was founded in 1930 by Dr. and Mrs. Warner Karshner and includes over 10,000 artifacts and specimens in the collection. The museum provides students and visitors an opportunity to learn about the world's diverse cultures through participatory education. Through the integration of arts, and proven instructional strategies, students, teachers and visitors experience history and culture through field trips, teacher workshops and special events.

THE COMMUNITY

Puyallup has plentiful housing and commuter rail and transit access, it's close to metropolitan cities, Sea-Tac International Airport and has easy access to Mount Rainier, hiking trails, Puget Sound and a variety of lakes and rivers perfect for fishing and boating enthusiasts.

Puyallup is home to the Washington State Fair, several restaurants and shopping centers, historic sites, art events, and a hub of medical and surgical facilities. A thriving auto sales industry, as well as a busy retail sector contribute to substantial sales tax revenues which fund vital downtown and public services.

Puyallup voters have shown overwhelming support of the Puyallup School District in recent bond and levy elections. In 2018 an Educational Programs and Operations Replacement Levy received 68.7 percent support. In 2015 voters supported an Elementary Construction Bond with 68.26 percent support.

For more information about the district visit
<https://www.puyallup.k12.wa.us/>

BOARD MEMBERS

Chris Ihrig - President

Term: 2015-19 | Serving since 2009

Kathy Yang - Legislative Rep

COMPENSATION

The School Board will negotiate a three-year contract with the salary commensurate with comparable school districts in the region.

Term: 2017-2021 | Serving since 2013

Michael Keaton - Legislative Rep

Term: 2015-2019 | Serving since 2015

Dane Looker - VP/WIAA Rep

Term: 2015-2019 | Serving since 2011

Maddie Names - Position 1

Term: 2017-2021 | Serving since 2017

It is preferred that the superintendent live in the district and be an active member of the community.



APPLICATION PROCEDURES

For full consideration, application materials are due January 3, 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. Wayne Robertson or Mark Venn)
- A current resume
- Three to five letters of recommendation
- A written statement explaining how you plan to address each of the leadership opportunities and challenges noted in this vacancy announcement

Send a hard copy AND electronic copy of all the application materials to the following address:

Wayne Robertson, Consultant
Northwest Leadership Associates
PO Box 3656
Arlington, WA 98223
wrobertson17@outlook.com

Questions and/or requests for application materials may be made to:
Dr. Wayne Robertson Email: wrobertson17@outlook.com Phone: 425 238-5358
Mark J. Venn Email: markjenn@gmail.com Phone: 360 770-2182