



You have opened the application form for the

## **Superintendent**

of

## **Mount Baker School District**

Deming, Washington

In order to be considered for this position, you must submit the following:

- ✓ This application form (signed with questions answered)
- ✓ A cover letter
- ✓ A résumé
- ✓ Credentials (transcripts, certification of teaching/supt. degree, letters of recommendation, etc.)

by

**Monday, February 27, 2012**

If our office has not received these materials by the date of closing, you will not be considered for this position. Application materials may be sent to:

McPherson & Jacobson, L.L.C.  
7905 L St., Suite 310  
Omaha, Nebraska 68127

or

Faxed to: (402) 991-7168

or

Emailed to: [apps@macnjake.com](mailto:apps@macnjake.com)

Title:  Dr.     Mr.     Ms.     Mrs.     (other—please list) \_\_\_\_\_

Name: \_\_\_\_\_ Telephone \_\_\_\_\_

Home Address: \_\_\_\_\_ Office: (    ) \_\_\_\_\_

\_\_\_\_\_ Home: (    ) \_\_\_\_\_

\_\_\_\_\_ Cell: (    ) \_\_\_\_\_

Zip Code: \_\_\_\_\_ E-mail: \_\_\_\_\_

**Record of Professional Education** (in reverse chronology)

Institution	Graduation Date	Major	Degree
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

**Record of Professional Experience** (in reverse chronology)

Title	Dates	District	State	Enrollment	Annual Salary
_____	_____ to _____	_____	_____	_____	_____
_____	_____ to _____	_____	_____	_____	_____
_____	_____ to _____	_____	_____	_____	_____
_____	_____ to _____	_____	_____	_____	_____
_____	_____ to _____	_____	_____	_____	_____

**Give names, titles, addresses, and telephone numbers of three administrators and/or school board members familiar with your career that we may contact. This will be done confidentially.**

Name	Title	Business Phone	Home Phone	Cell Phone
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

**The Board of Directors has identified the following qualities for the superintendent of schools.**

**Please respond to each of the qualities stressing your experience, strengths, and abilities in each area, limiting your responses to between 200 and 500 words for each item.**

1. Be able to maintain trusting, strong relationships with the Board and leadership team, move the district forward under the Strategic Plan, distribute leadership, empower others and hold them accountable.
2. Possess high integrity and ethics, have experience in multiple levels of teaching and theory and be able to inspire continued improvement of instruction.
3. Have a high level of communication skills and demonstrated management abilities in finance, planning, decision-making, grant writing, conflict resolution and the ability to support program leaders and build strong staff relationships.
4. Have the ability to build strong community connections, encourage involvement with the schools and market the district's accomplishments.
5. Be supportive of the diverse student population, show determination that all students succeed, support early childhood education and a comprehensive high school program.

Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Information Form? Yes \_\_\_\_ No \_\_\_\_

I certify that the information provided herein is true and complete to the best of my knowledge.

Applicant hereby waives his/her right to confidentiality with regard to his/her work record or criminal record and consents to and authorizes the release of information from current or former employers and/or law enforcement personnel upon inquiry under this application.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

This application must be COMPLETED and RETURNED by: FEBRUARY 27, 2012

**Mount Baker School District  
McPherson & Jacobson, L.L.C.  
Executive Recruitment and Development  
7905 L St., Suite 310  
Omaha, Nebraska 68127  
Phone: (402) 991-7031  
E-mail: [apps@macnjake.com](mailto:apps@macnjake.com)  
Fax: (402) 991-7168**

AA/EEO Employer