

An Invitation to Apply for the Position of
Superintendent



Deming, Washington

The Position

The Mount Baker School District Board of Directors, Deming, Washington is seeking a highly qualified Superintendent of Schools. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2012.

McPherson & Jacobson, L.L.C. Recruitment and Development, in collaboration with the Washington State School Directors' Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Directors in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The Board recognizes that selecting a Superintendent is one of the most important decisions it will make. The successful candidate should...

- 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.
- Possess high integrity and ethics, have experience in multiple levels of teaching and theory and be able to inspire continued improvement of instruction.
- 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.
- Have the ability to build strong community connections, encourage involvement with the schools and market the district's accomplishments.
- Be supportive of the diverse student population, show determination that all students succeed, support early childhood education and a comprehensive high school program.

The Community

The Mount Baker School District is located in Northwest Washington, starting three miles east of the city of Bellingham, and includes the Mount Baker ski area, which is located in the Mount Baker National Forest on the edge of the Mount Baker Wilderness area. In addition to the incredible scenery, residents enjoy many outdoor activities including mountain climbing, hiking, fishing, boating, water and snow skiing as well as access to the nearby San Juan Islands. The school district is one hundred miles north of Seattle, and sixty-five miles southeast of Vancouver, British Columbia, Canada, and encompasses 622 square miles.

The district is almost entirely rural, and the economy is based primarily upon forestry and agriculture. Many residents work in nearby Bellingham, which serves as the main center of Whatcom County, and includes a hospital and other medical facilities, performing arts center, museum, airport, retail and manufacturing business, and recreational facilities.

Bellingham is also home to Western Washington University, Whatcom Community College, and Bellingham Technical College. These institutions offer a full range of educational opportunities.



District website: www.mtbaker.wednet.edu

The District

Located in Eastern Whatcom County, the Mount Baker School District serves a diverse population of approximately 2000 students, pre-school through grade twelve. The school district geographically is the second largest in the State of Washington. There are three elementary schools, a junior high school (grades 7 & 8) and a four-year high school. The certificated staff numbers approximately 130 full time equivalent employees and the classified staff approximately 92 full time equivalent employees. The assessed valuation of the school district is calculated at \$1,468,896,153. The budget for the current year was set at just over \$21,500,000 with a projected ending balance of \$1,089,987.

The school district has been very actively pursuing improvement of instruction and has seen positive academic growth.



The district provides a well rounded program for students including a variety of academic offerings, special education, vocational education, music, the arts, student activities, and technology. Graduating students are supported by the Mt. Baker Scholarship Foundation which includes volunteers from the community who are active in gathering funds, investing assets, screening applications and awarding scholarships.



Board of Directors

The Board of Directors consists of five board members, each elected to serve four-year terms. The incumbency of the members ranges from one to twelve years.

Name	Years Served
Trish Hart, President	9 years
Ellen Dodson, Vice-President	12 years
Gary Chadwick	1 year
Jim Freeman	12 years
Russ Pfeiffer-Hoyt	12 years

MISSION STATEMENT

The Mount Baker School District, working with the community, will provide all students a strong educational foundation upon which they can build their futures as productive citizens in our changing world.

APPLICATION & SELECTION PROCEDURE

All nominations, letters of application, inquiries, credentials and copies of legal proof of administrative qualifications should be addressed to:



7905 L St., Suite 310, Omaha, NE 68127
Phone: (402) 991-7031 Fax: (402) 991-7168
E-mail: mail@macnjake.com www.macnjake.com

An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- A current résumé.
- A completed application form (from www.macnjake.com)
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked to not directly contact board members. Any effort to do so will eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

1. Application deadline: February 27, 2012
2. Screening meeting with the board of directors: March 13, 2012
3. Finalists interviews and activities: week of March 19, 2012
4. Finalists' site visits (if necessary) March 23-27, 2012
5. Selection of the superintendent: March 27, 2012
6. Starting Date: July 1, 2012

Mount Baker School District is an Equal Opportunity Employer.