

*An Invitation to Apply for the Position of
Superintendent*

 North Kitsap
School District

A Great Place to Live & Learn



Poulsbo, Washington

The Position

The North Kitsap School District Board of Directions, Poulsbo, 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 Board has identified the following desired characteristics:

- ◆ The Superintendent must be a strategic, visionary leader with strong communication and decision-making skills, having also demonstrated successful collaborative and interpersonal skills. It is preferred the candidate be a creative and innovative thinker.
- ◆ The Superintendent needs to be visible, open-minded and approachable as well as able to connect with students, staff and the community. The person selected must be able to “build bridges,” and have demonstrated the qualities of integrity, honesty and trustworthiness.
- ◆ The Superintendent should have a strong leadership background, value students and give top priority to student needs.
- ◆ The Superintendent needs to be responsible, accountable and have a clear understanding of the overall operations of the school district with a special emphasis on finance and budgets.
- ◆ The Superintendent must be a caring and compassionate person who values, promotes and celebrates the community's cultural diversity.

It is required that the Superintendent live in the school district.

The Community

The North Kitsap Community is located at the northern tip of the Kitsap Peninsula just west of Seattle. The seven unique communities of North Kitsap, each with its own special beauty and diversity, offer a wide variety of activities and cultural opportunities. The scenic area is often referred to as “The Little City by the Sea.”

Historic Port Gamble, founded in the 1850's, boasts Victorian style homes overlooking the waters of Puget Sound. The land and people of the Suquamish and Port Gamble S'Klallam Indian Tribes are located within the North Kitsap School District. The community enjoys a close cooperative relationship with Naval Base Kitsap which includes the submarine facility at Bangor.

The City of Poulsbo has become a major visitor destination with its Norwegian heritage and its many shops lining the waterfront. In addition, events such as the annual Viking Fest, Holiday Fest, Arts by the Bay and the Sons of Norway Midsommar Celebration attract thousands of visitors each year. This year the North Kitsap Babe Ruth Association is hosting the Babe Ruth World Series.

Each community in Poulsbo/North Kitsap offers breathtaking views of the Olympic and Cascade mountains. Outdoor recreational activities include skiing, hiking, camping and boating.

The population of Poulsbo is approximately 9,000 and the population of the mailing area of Poulsbo is approximately 24,000. A few of the prevalent industries include defense, tourism and light manufacturing. The climate is mild during the winter and enjoyably warm in the summer.



The District

The North Kitsap School District has approximately 6,500 students, K-12. There are approximately 412 certificated staff members and approximately 412 classified staff members. The district has seven elementary schools (K-5), two middle schools (6-8), and two high schools (9-12). Students may also attend Running Start at Olympic College, West Sound Technical Skills Center, and Spectrum Alternative Program (10-12) at Kingston High School.



The assessed valuation of the district is \$6,266,536,356 with an operating budget of \$63,973,094. The district covers 110 square miles.

The district is committed to providing programs for all students. The academic programs include Advanced Placement, Career and Technical Education, Full Day Kindergarten, Virtual Academy, Parent Assisted Learning (PAL), Gifted Education (AGATE), Title 1/Learning Assistant Program (LAP), Music and Physical Education Specialists, Technology Education

and Early Intervention Programs: Autism and Early Childhood Education (ECEAP). Also, Native American Education, Spanish Bi-Literacy, English as a Second Language (ESL), and an Options Program (Grades 1-8). The district employs School Health Consultants, Occupational Therapist, Psychologists, Speech and Language Pathologists and School Counselors.

A strong co-curricular and extra-curricular program exists where skill building, teamwork, sportsmanship and positive peer relationships are emphasized.



The 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 newly elected to six years.

Name	Occupation	Years Served
Tom Anderson	Retired	6 years
Dan Weedon	Consultant	2 years
Kathleen Dassel	Attorney	2 years
Scott Henden	Businessman	Newly elected
Bill Webb	Engineering Consultant	Newly elected

Mission Statement

The North Kitsap School District, in partnership with the community, will provide an academically challenging educational program to meet the diverse needs of all students in a safe, nurturing environment and empower them to be competent, creative, compassionate and contributing citizens.

*Additional information about North Kitsap School District is available at the district's website:
www.nkschools.org*

APPLICATION & SELECTION PROCEDURE



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

McPherson & Jacobson, L.L.C.
7905 L St., Suite 310,
Omaha, Nebraska 68127
Phone (402) 991-7031
Fax (402) 991-7168
Email: mail@macnjake.com
Website: 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 (available from www.macnjake.com)
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Selection Time Line

1. Application deadline: February 6, 2012
2. Semi-finalists selected by board of directors: February 22, 2012
3. Semi-finalists interviews with the board of directors: February 25-28, 2012
4. Finalists interviews with board of directors and other activities: March 1-8, 2012
5. Site Visits may occur: week of March 9-14, 2012
6. Selection of the superintendent: week of March 19, 2012
7. Starting Date: July 1, 2012



Candidates are asked to not contact board members directly. Any effort to do so may 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.

North Kitsap School District is an Equal Opportunity Employer.