

*An Invitation to Apply for the Position of
Superintendent*



The Position

The Olympia School District Board of Directors 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 should hold students as the highest priority and be committed to long term student achievement through school years and beyond.
- ◆ The Superintendent should be able to listen to all constituents, possess strong public speaking and interpersonal skills, have a sense of humor and create an open, engaging environment for all.
- ◆ The Superintendent should be involved in the community including contact with non-profit organizations, and be capable of encouraging and managing diverse community input.
- ◆ The Superintendent should be able to communicate an understanding of the budgetary process, make tough decisions and stick by them, and understand and be able to prioritize resources.
- ◆ The Superintendent should be a person who possesses strong leadership skills, takes responsibility when something does not work out as intended and be a person who works in an ethical manner.

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

The Community

For many generations the area now known as Olympia was a favorite shellfish gathering site for Coastal Salish tribes, including the Nisqually, Duwamish and Squaxin.

In 1850, the town of Olympia was platted by the first American settler, Edmund Sylvester. The Maine native laid out a New England style community with a town square, tree lined streets, land for schools, and a Masonic Hall.

The name of Olympia was selected by Isaac N. Ebey, a local resident, in honor of the majestic Olympic mountains visible to the north on a clear day.

With an economic engine fueled to a great extent by state government activity, Olympia - the Capital City of Washington State - enjoys the benefits of

a stable work force, engaged and educated community, and well-supported school system.

Mild winters and pleasantly warm summers make the Olympia area an ideal place for outdoor recreation. In Olympia, you can "get out of town" without even leaving the city. Public trails lead to saltwater beaches where Native Americans once met for potlatches, through woods thick with big-leaf maples and towering Douglas firs. Salmon return to Budd Inlet each fall and run the ladder under the 5th Avenue Bridge.



Olympia's strategic geographic location along Interstate 5 at the gateway to the Olympic Peninsula, puts one within two hours or less of regional recreational attractions - from hiking and skiing in the mountains to beachcombing along ocean shores. Seattle is located about an hour north of Olympia on Interstate 5, and Portland, Oregon is about two hours south of the city.



The District

One of the oldest districts in the State of Washington, the Olympia School District was founded in 1852, nearly forty years before statehood. Since its beginning, it has been recognized for quality education—teaching, parent and community support, facilities, and direction. That tradition continues. The students in the district consistently receive some of the top test scores in the state.

For over 150 years, the Olympia School District has been an educational partner with families and our very supportive community.



The District provides diverse and challenging learning opportunities for more than 9,000 students with a staff of administrators, teachers and support personnel totaling more than 1,300. Our major focus is for continuous and maximized academic achievement of all students. We take a holistic approach to educational excellence, with strong programs in International Baccalaureate (IB) and

Advanced Placement (AP), technology, basic education and athletics. The arts and music are an integral part of the curriculum. We provide exceptional opportunities for students in Special Education, alternative education, gifted education and Career and Technical education. There are 19 schools plus extensive, developed alternative learning programs. The budget of the school district is \$86,536,432 for the current school year and the total adjusted assessed valuation for the district is calculated to be \$8,131,559,900.



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 four years.

Name	Occupation	Years Served
Mark Campeau, President	Real-time Energy Trader	3 years
Allen Miller	Attorney	3 years
Justin Montermini	Legislative Aide	Newly elected
Eileen Thomson	Boutique Sales	3 years
Frank Wilson	Service Manager	4 years



Mission Statement

We will create, in partnership with our staff, families and community, challenging opportunities for all students to be successful as they become responsible and contributing citizens and masters of the knowledge and skills essential for life-long learning in our changing and diverse world.

*Additional information about Olympia School District is available at the district's website:
osd.wednet.edu*

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 22, 2012
2. Semi-finalists selected by board of directors: March 5, 2012
3. Semi-finalists interviews with board of directors: March 17, 2012
4. Finalists interviews with board of directors and other activities: March 20-22 2012
5. Site Visits may occur: March 22-26, 2012
6. Selection of the superintendent: March 26, 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.

Olympia School District is an Equal Opportunity Employer.