

# MANSON SCHOOL DISTRICT



*The Manson school District board of Directors presents an invitation to apply for the position of*

# Superintendent

## Our Community and District

The Manson School District is located on the North Shore of Lake Chelan in North Central Washington. Manson schools provide a caring environment for 620 pre-school through 12<sup>th</sup> grade students, ensuring each and every student has access to a superior education, as well as venue for educators with a drive for excellence. Accountable and consistent interaction with the community are typical hallmarks of our district's conduct. These characteristics have been true of Manson School since their founding over 100 years ago.

Accomplishments as a result of the commitment and hard work of many have resulted in such honors as the U.S. Department of Education's Blue Ribbon School Award and the Washington State School Directors' Diversity Award. Over the past 12 years, seven Manson students have received the prestigious Millennium Gates Scholarship.

There is a history of strong school support from parents and the community of Manson. Manson Grange, Lake Chelan Rotary, Lions Clubs, Manson and Lake Chelan Chambers of Commerce, local small businesses and individuals often respond to calls for support and participation.

A wide array of sporting activities, music and other enrichment activities are offered to each and every student in Manson.



## Job Summary

Manson School District seeks a qualified, highly visible, collaborative superintendent to work closely with the school board, students, staff, families and the community to ensure success for every student.

A leader who has a passion for equity and inclusion that drives educational success for each and every student.

Experience with the district level responsibilities and familiarity with superintendent expectations within a smaller school district and community context is also desired. Manson seeks a candidate that can communicate effectively to all entities to promote greater understanding, transparency and unity.

**District Leadership/Teamwork:** The Manson School Board is dedicated and committed to the effectiveness of the district in serving all students and families. They are seeking a superintendent to work with them to provide responsible governance, effective leadership, clear communication, and academic excellence.

**Skilled Communication and Problem-Solver:** The ability to facilitate problem-solving processes where people feel heard and respected is essential.

**Engaged and Visible:** The Board seeks a leader who is visible and approachable, who is committed to becoming actively involved in schools, events, and the life of the Manson Community.

## Minimum Qualities/Qualifications

- Master's Degree
- Current WA State Superintendent Certification (or ability/willingness to obtain)
- Prior experience as a classroom teacher and school administrator
- Effective problem-solving and conflict resolution skills
- Aware of recent state legislation for public schools and corresponding local impacts
- Demonstrated experience with disaggregated, data-driven planning and assessment processes
- Exceptional leadership, management skills
- Strong interpersonal skills, including transparent and respectful interactions with students, staff, families, and community members.
- Demonstrated exemplary communication skills in listening, speaking, and writing
- Models high standards of professional and ethical behavior at all times and operated consistently with integrity and transparency
- Demonstrates a growth mindset and values continuous improvement
- Familiar with Policy Governance

## Preferred Qualities/Qualifications

District level administrative experience in P-12 education  
Experience partnering with community members and local organizations in support of public education  
District experience with operations, including financial services, transportation, food services, ASB  
District experience with facilities planning and school funding (levies/bonds)  
Experience working closely with a Board of Directors  
Grant writing at local, state and national level

### Strengths and Opportunities

Pending: HYA is currently gathering input from students, staff, families and community members regarding strengths and challenges/opportunities facing the district as well as the most important leadership qualities and characteristics desired in the next superintendent. This input will be used to develop a Leadership Profile Report that will be used by the board in making screening and selection decisions.



## **Application Requirements**

1. Cover Letter
2. Resume
3. Completed application Form (at HYA website – See link below)
4. Copies of WA State Certificates
5. Letters of Recommendation from a minimum of 3 references

## **Application Process and Timeline**

Application Deadline: June 9, 2023

Application Link: [hyasearch.com](http://hyasearch.com)

Announcement of appointment: Late June

Superintendent begins: July 1, 2023

## **Confidential Inquiries Please Contact**

Hazard, Young, Attea & Associates, Search Consultants:

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## **Compensation**

The Manson School District Board of Directors will negotiate a compensation and benefit package that is regionally competitive based on education and experience.