

An invitation to apply for Superintendent-Principal

ONION CREEK SCHOOL DISTRICT



Our Mission

Onion Creek School District #30 will inspire and challenge people to work toward their potential by offering nurturing and diverse learning opportunities which emphasize academic excellence and foster thinking, creativity, mutual respect and shared responsibility for the future.

Onion Creek School District is seeking a part-time Superintendent-Principal to lead our small non-high school and community into the future!

Our goal is to find someone with elementary school experience, who has completed their Principal certificate, and has the interest, knowledge and training that enables them to serve in the Superintendent role as well. Although we are not able to fund a full-time administrative position, we would be open to supporting additional time for other district responsibilities should our needs mesh with the candidate's skills.

Some of the qualities that help ensure success include an understanding of (and appreciation for!) the nature of small, rural, schools, communities and lifestyles. Our school has a somewhat unique culture in which teachers are addressed by their first names by most students, as many of our staff, students, and board members have multiple relationships as members of a small (around 400 person) community somewhat isolated from the nearest towns. Our respect for one another is not governed by status or titles, but by the knowledge that we are all on a journey to be 'the best we can be,' and are connected in our love for Onion Creek School!

QUALITIES AND QUALIFICATIONS

We hope to find someone who:

- Has an open and collaborative leadership style that fosters a sense of teamwork, common purpose, and willingness to delegate management tasks as appropriate and holding both him/her/themselves and others accountable for quality results.
 - Has proven people and interpersonal skills and is an effective communicator who is positive, approachable, and respectful of others, thus able to build trust with district staff, students, families and members of the greater community.
 - Has knowledge, understanding and support of innovative educational practices and programs that meet the needs of diverse learners and the choices families wish for their children's education.
 - Has knowledge of K-8 curriculum and best practices in order to lead certificated and classified staff in their efforts toward continuous improvement.
 - Has technological competence and an active interest in pursuing emerging technologies to the benefit of district practices.
 - Has familiarity with school finance, law, and legislative issues in order to work collaboratively with our NEWESD 101-contracted Business Manager to ensure that our district funds are used appropriately, and all funding opportunities are pursued.
 - Has unquestioned integrity, honesty, and diplomacy.
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Community Beliefs

As expressed in our OCS Visioning statement

We believe. . .

Children are the future.

All children are entitled to the best education possible.

Education transcends age, place and time.

Everyone is a teacher and a learner.

Families are the primary educators of children.

When basic needs are met, the ability to learn is enhanced.

People have the right to feel safe, to be respected and to be loved.

People have the right to be involved in decisions affecting their lives.

All people are born unique, with vast potential.

Children are naturally inquisitive.

Learning is an essential and active experience.

Learning is its own reward.

A good teacher can change your life.

Self-respect and self-esteem are essential for happiness.

There is value in diversity; we are part of an interdependent world.

Our community and school are extensions of each other.

Communication and cooperation are essential.

In the empowerment of people

In having some fun every day!

OUR DISTRICT

Onion Creek is located in a mountain valley about a hundred miles north of Spokane, just south of where the Columbia River crosses into Canada. The closest town is Northport, and the Stevens County seat, Colville, is a little farther south. We enjoy mild warm summers, and super snowy winters! Recreational activities abound in the surrounding area, and peace and quiet are valued pursuits.

The Onion Creek School District currently serves around 50 students in grades K-8 in three multiage classrooms. The district was formed in 1915 as a consolidation of two of the four small schools operating in our community after it was opened to homesteading in 1900. We are fortunate to have preserved our original one-room schoolhouse, completed in 1917, which is in use today as our middle school classroom. Our other classroom building (the Guertin Building) was constructed in 1981 using design elements championed in the 1970's including passive solar, open classrooms and a central gathering "pit". Over the years, some of these features have been modified, but our primary and intermediate students still enjoy the light and connectedness of their learning spaces. From ringing the original bell in the 1917 building, to the 3D printer that our students use for Art Tech projects, our campus is a creative blend of old and new.

As is the Onion Creek community—we have folks here who descended from the original settlers, as well as those who have found the peace and challenges of living in a rural mountainous area more recently. Regardless, our community is united in its support of our school; there is a sense here that everyone, not just teachers and school staff have a responsibility to educate our children. This commitment is reflected in our voters' unwavering support for levy elections over the years. We have had a strong partnership with our one community business, the Onion Creek General Store, but we are twenty or more miles away from city services and organizations.

Our school is fortunate to have an active parent and community volunteer program, in which folks show up to share their talents and expertise, help students as tutors, and volunteer their services for campus projects and events. Our students return their support by making and distributing holiday baskets to community members, as well as participating in an annual "clean-up" of the Onion Creek Road!

BOARD OF DIRECTORS

The Onion Creek Board of Directors is an active and involved group who have come from different directions to lead our district but are united in our desire to sustain and improve a unique educational experience for our students. Our board members include two who have long been active in statewide education policy discussions concerning small schools and other related issues, Andy James and Elissa Dyson. We are also fortunate to have Joel Anderson as a member of our board as he led the rebirth of Onion Creek School during his 30 years as head teacher. OCS alum Lukas Miller has returned to Onion Creek to raise his family who now attend Onion Creek. We function as a participative team committed to doing our best for our students, staff, and community.

OUR STUDENTS

Onion Creek School offers a warm, safe environment conducive to productive growth in academics and healthy development as individuals. Students are given challenging research-based curriculum in all subject areas. Supplementary materials are added to the curriculum to support individual learning. Students are actively involved in all aspects of learning using all learning tools available: visual, auditory, hands, and technology.

Students are given the opportunity to learn about the environment by actively exploring our surrounding ecosystems. Evidence of learning is shared with parents and community through school museums and student-led conferences. Students also have the opportunity to participate in activities that include performance and public speaking, a dynamic art program including computer-assisted design, and science and coding experiences.

Physical activity is an integral part of our students' lives—from 3 (!) daily recesses, to physical education that includes pursuits endemic to our area like x-country skiing and snowshoeing to yoga and dance. Our students are actively engaged in helping create healthy lifestyles by planting, tending, and harvesting our school garden, and working in the school kitchen.

OUR STAFF

We have a small, dedicated staff who are committed to Onion Creek School. Not only do most of our staff members live in the district, two of our teachers went to our school as youngsters, and several other staff members are former students and/or current parents. Their closeness might seem challenging to some administrators, but they have a track record of working well with leaders who respect their talents, share their enthusiasm about our school, and challenge them to continue growing.

Over the years, we have had a variety of administrative configurations, from separate parttime or 'consulting' superintendents teamed with parttime principals, to individuals who have worked full or parttime and performed both roles. Our experience suggests that it is not just the amount of time, or the specific job duties, but the individual leader's work style and communications skills that make for a thriving organization.

Because our staff believe that all children can learn at high levels, they continuously examine their practice to ensure that they hold rigorous, consistent standards and expectations for all students. Instruction is personalized and differentiated. Our multi-age classrooms enable students to create connections and mentorships with students across grade levels, and stability in their relationships with adults.



APPLICATION PROCESS

The Onion Creek School Board of Directors is working with NorthEast Washington ESD 101 to assist in the search process. For information, please visit the NEWESD 101 website at www.esd101.net or the Onion Creek School District website at www.ocsd30.org.

A completed application will include:

- Formal letter of application that addresses the nature of the position, the needs of the district, and the applicant's personal qualifications and experience that prepare them to succeed in the role
- Current resume or vita
- At least five current letters of recommendation that address the candidate's qualifications for the Onion Creek part-time Superintendent-Principal position.

Applications and inquiries should be addressed to:

Dr. Michael Dunn, Superintendent
NEWESD 101
4202 Regal St
Spokane, WA 99223
(509) 701 - 1742

All application materials should be submitted electronically to:

mkempel@esd101.net

April 22, 2022

Application deadline

April 25 - 29, 2022

Screening and reference checks

Interviews

Initial interviews may be conducted remotely, but campus visits will be required for finalists

**Between
July 1, 2022 &
August 1, 2022**

Start date

BOARD OF DIRECTORS

Andy James | Elissa Dyson | Joel Anderson | Lukas Miller