

An invitation to apply for Superintendent

REPUBLIC SCHOOL DISTRICT



BOARD OF DIRECTORS

Travis Fletcher, Board Chair | Amy Rooker, Board Vice Chair
Randy Sage, Legislative Rep. | Ralph Ellingson | Jack Hamilton



OUR GOALS

The goals of the Republic School District

Safety

Republic SD Board of Directors will ensure all students feel they are safe while under the supervision of school district staff.

Positive Learning Environment

Republic SD Board of Directors will ensure staff are engaging students in a positive learning environment.

Student Achievement

Republic SD Board of Directors will ensure staff are committed to providing students with opportunities to develop to their full potential and are prepared for college and/or a career.

OUR COMMUNITY

The Republic School District is located in the town of Republic, which lies nestled at the foot of the Kettle Mountain Range in northeast Washington. Scenic State Highway 20 runs through the town which is just 120 miles northwest of Spokane, the region's largest city. Serving as the County Seat for Ferry County, Republic has been a center for gold mining in this mountainous area for over 100 years. Forestry, ranching and tourism contribute to the economic base. A world class fossil bed in Republic brings thousands of visitors to the community annually.

The district serves a population of approximately 2,000 residents. The district's 22 certificated staff, 30 classified staff, and 3 administrators serve a student population of over 350 students in a K-6 elementary school, 7-8 middle school, 9-12 high school and a robust ALE program. The secondary building is in need of modernization, but the district has received funds from the capital budget to begin upgrading infrastructure.

The school district has an annual operating budget of approximately \$6.4 million and has an assessed valuation of approximately \$300 million. Voters approved a four-year levy in 2022 at a variable rate, generating \$495,000 annually.

The remoteness of the community has insulated the district from some of the challenges of larger and more urban districts, though it also creates other challenges unique to Republic. In all, however, community support for the schools is strong for both academics and athletics, and Republic's graduates are well-prepared for success and its student-athletes achieve success in competition.



CHALLENGES & OPPORTUNITIES

As we seek a successor to Kevin Young, we are committed to finding another outstanding leader, and welcome applications from qualified candidates from throughout Washington, the Northwest, and the nation.

The Board of Directors, our staff, and district community, seek a new superintendent who will successfully meet the following challenges and opportunities:

- Set and share personal goals and articulate a unified vision of education that leads to agreement and support from the staff, students and larger community.
- Hold high level of expectations for all students and staff, and ensure all are accountable to hard work, continued progress, and success.
- Foster a culture in which everyone is committed to continuous improvement.
- Understand and embrace the frontier that is Republic, being comfortable with our rural and remote nature, while assuring a connection to the larger region, state and world of which we are a part.
- Build and maintain positive communication between the school district and the community.
- Ensure continuation of a positive and collaborative relationship between the district and our dedicated employees.
- Continue the district's prudent fiscal management practices, and provide effective advocacy with elected officials for ample school funding.
- Actively solicit and build support for needed improvements in district facilities.
- Assure continued support and oversight of the district's well-designed alternative education program.



QUALITIES & QUALIFICATIONS

Candidates to become our Superintendent should possess the following qualities and qualifications:

- An open, collaborative leadership style that fosters a sense of teamwork, common purpose, and shared commitment within the district.
- Possesses proven people and interpersonal skills and is an effective communicator who is positive, approachable, and respectful of others.
- Possess the knowledge and ability to secure additional revenue via successful grant applications.
- Experience with collaborative, respectful and effective collective bargaining processes.
- Willingness to assist, as needed, with day to day administrative duties in support of the K-12 principal and curriculum director.
- A willingness to become an active, engaged member of the Republic Community. Within a reasonable time frame, residency within the district boundaries is expected.
- Understand school district finance, and have the ability to clearly communicate issues related to budgeting, including the successful levy and capital bond process.
- Unquestioned integrity, honesty, and diplomacy.
- Familiarity with school and district improvement, curriculum, school law, and the legislative process.
- Earned Masters degree and Washington State Superintendent Certification (or willingness to earn).
- Prior experience as a superintendent and an earned doctorate will be regarded as assets, but are not requirements for the position.



ANTICIPATED TIMELINE

- MAY 11** Position opens.
- MAY 31** Deadline for all application materials, Submitted electronically by 12:00pm.
- Reference checks,
Superintendent selection, and
contract finalization to follow
- JULY 1** New superintendent begins.

APPLICATION PROCEDURE

The Republic School District Board of Directors is working with NEWESD 101 to assist in the Superintendent selection process. **For an application please visit the NEWESD 101 website at www.esd101.net or the Republic School District website at www.republic309.org.**

A COMPLETED APPLICATION WILL INCLUDE:

- Formal letter of application that addresses the candidate's qualifications and experience that meet the challenges and opportunities of this leadership position
- Completed application form
- Current resume/vita
- At least **four current** letters of recommendation, at least one of which is from a Board member

ALL INQUIRIES SHOULD BE ADDRESSED SOLELY TO:

Dr Michael Dunn, Superintendent
NEWESD 101
4202 S Regal St, Spokane, WA 99223

Email: mkempel@esd101.net

Phone: (509) 701-1742

ALL APPLICATION MATERIALS SHOULD BE SUBMITTED ELECTRONICALLY TO:

mkempel@esd101.net

The Republic School District Board of Directors reserves the right to consider any candidate until a Superintendent is hired. Republic School District is an affirmative action/equal opportunity employer.