

On you Lancers, On you Lancers, On to VICTORY!
Fight you Lancers, Fight you Lancers, Fight for LIBERTY!
We're behind you all of the way,
Fight you Lancers, Let's WIN TODAY!
Fight, Fight for Liberty,
and we'll bring home the VICTORY!



An invitation to apply for
Superintendent/K-8 Principal



LIBERTY
School District

Application Process

The Liberty School District Board of Directors is working with NorthEast Washington ESD 101 to assist in the superintendent selection process. **For an application please visit the NEWESD 101 website at www.esd101.net or the Liberty School District website at www.libertysd.us**

A completed application will include:

- Formal letter of application
- Completed Liberty application form
- Current resume/vita
- At least four **current** letters of recommendation

All inquiries should be addressed to:

Dr. Michael Dunn, Superintendent
NorthEast Washington ESD 101
4202 S. Regal St.
Spokane, WA 99223
509.701.1742
mdunn@esd101.net

All application materials must be submitted electronically to:

mkempel@esd101.net

Timeline

**Applications will be accepted through:
Monday, February 25, 2019 - 4 p.m.**

Week of March 11-15, 2019 - Finalist interviews

Selection by the Board of Directors to follow

July 1, 2019 - New superintendent reports

Board of Directors

Kynda Browning
Chad Cornmesser
Chad Denny
Andy Schenk, *Chair*
Scott Simmons

The Liberty Board of Directors reserves the right to consider any candidate until a superintendent is hired.

Liberty School District is an equal opportunity employer.

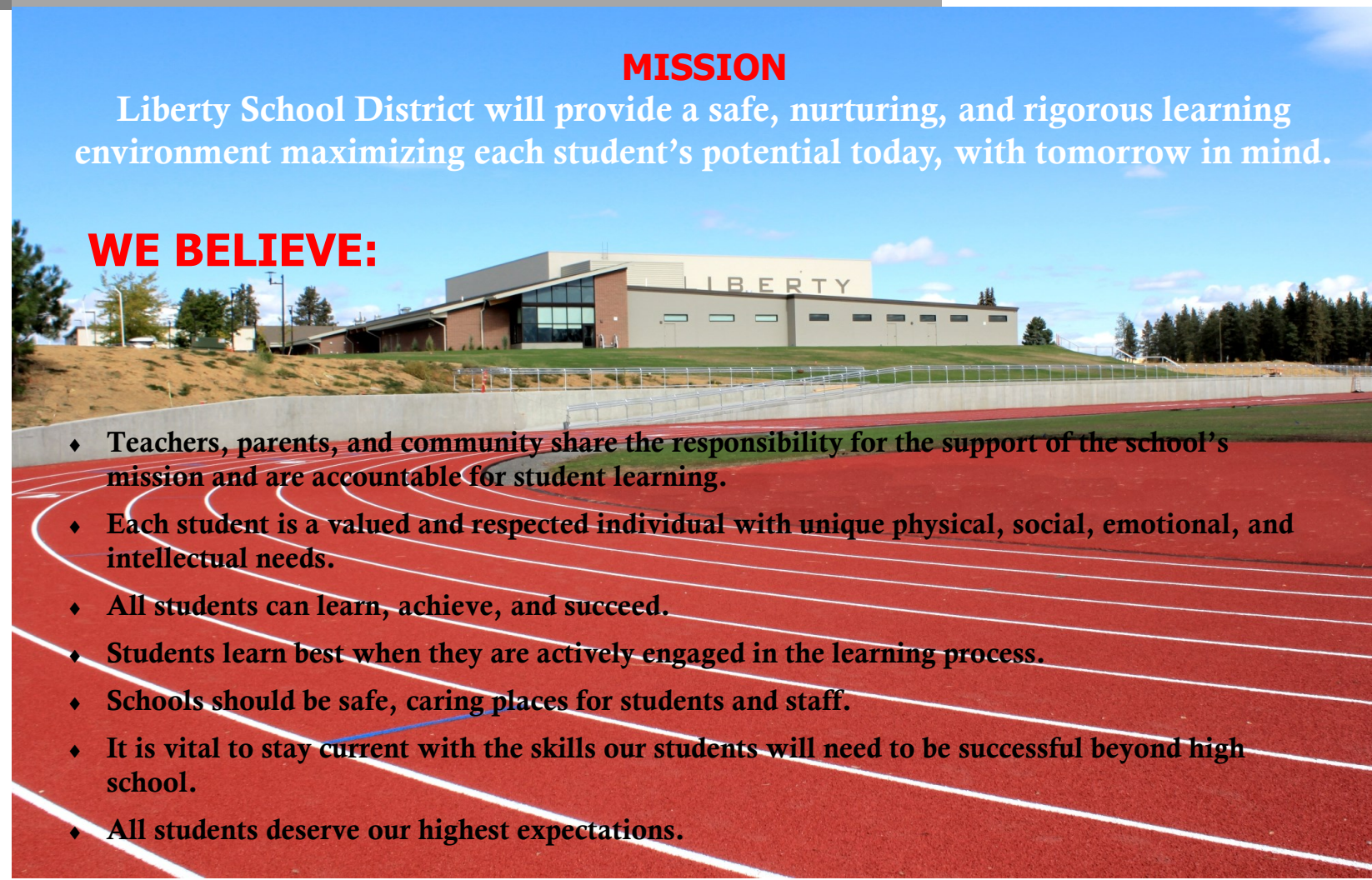


MISSION

Liberty School District will provide a safe, nurturing, and rigorous learning environment maximizing each student's potential today, with tomorrow in mind.

WE BELIEVE:

- ◆ Teachers, parents, and community share the responsibility for the support of the school's mission and are accountable for student learning.
- ◆ Each student is a valued and respected individual with unique physical, social, emotional, and intellectual needs.
- ◆ All students can learn, achieve, and succeed.
- ◆ Students learn best when they are actively engaged in the learning process.
- ◆ Schools should be safe, caring places for students and staff.
- ◆ It is vital to stay current with the skills our students will need to be successful beyond high school.
- ◆ All students deserve our highest expectations.



The Liberty School District Board of Directors announces its search for a Superintendent/ K-8 Principal to succeed Mr. Kyle Rydell who will become assistant superintendent of the West Valley School District effective July 1, 2019. Qualified candidates are invited to apply.

For additional information about our school district please visit our district website -
www.libertysd.us

LIBERTY PRIDE

- ★ Thanks to strong voter support, we have recently completed a capital bond project which renovated the 1960’s portion of LHS, added a 24,000 square foot addition, and upgraded safety and security technology throughout our campus.
- ★ Strong community support from the Liberty Booster Club with K-12 programs; from the Liberty Community Education Foundation (LCEF) with scholarships and grants awarded; and from community service clubs.
- ★ Steady increase in enrollment high school graduation rate.
- ★ Academic Success - steady increase in number of students taking advanced courses; three-time *Washington Achievement Award* winner; two-time *Schools of Distinction Award* winner.
- ★ Student Activities Success - 85% of LHS students are involved in co and extracurricular activities, and LHS teams are frequent State level competition qualifiers and trophy winners.
- ★ Robust district transportation - 94% of students ride our school buses, on 11 routes that safely cover 800 miles per day.



Our District Community

Our District

The Liberty School District is located in south Spokane County in eastern Washington State. It encompasses approximately 300 square miles. The district was formed in 1960 through the consolidation of the Fairfield and Spangle School District – each of which had previously consolidated several small districts. The district includes six separate communities: Fairfield, Latah, Plaza, Spangle, Mt. Hope and Waverly. The original Liberty School was built at the time when the Palouse region was first being settled. In order to preserve a bit of history the new Liberty District assumed not only the name, but also the original site of the old school. This location also places the present school campus near the geographic center of the district.

The district borders Spokane Public Schools to the north, Cheney Public Schools to the west, Tekoa and Rosalia School Districts to the south, and Freeman School District and the State of Idaho to the east. The southern portion of the district is largely prime agricultural land with some scab land and pine forest. The district’s economy is largely dependent on agriculture and food processing. Major crops include wheat, barley, peas, lentils and grass. Newer housing developments have been built along the northern portion of the district near the City of Spokane.

Our Schools

Liberty School District serves approximately 510 students with about 350 students enrolled in grades K-8 at Liberty Junior High & Elementary School and 150 enrolled at Liberty High School. Liberty School District stresses a solid education in the basics; but also offers a special focus on such subjects as Spanish, math, science, language arts (including honors levels), physical education, and technology, including a new CAD lab. It also offers band, choir and leadership programs. Liberty Schools are proud of the academic efforts and high personal accomplishments achieved by our students.

The District owns and maintains a large fleet of buses for safe transportation of students to and from school and extracurricular activities. The district offers a school food program which serves breakfast and lunches in both school buildings throughout the school year.

Educational Program

The District employs two certificated administrators, 35 certificated staff and 42 classified staff. The Board of Directors, district administrators, teachers, and support staff have collaboratively worked to meet the educational needs of a growing school district. Curriculum development is on-going and coordinated among schools and between grade levels. Services are available to students with special needs as well as high achieving students. Each of these efforts is designed to stimulate students to learn through high level thinking skills.

Challenges and Opportunities

The Board of Directors expects our superintendent/principal to be able to meet the following challenges and opportunities:

- Maintain a balance of fiscal responsibility and expenses to promote academic excellence
- Balance schedule in order to perform duties as both K-8 principal and district superintendent
- Provide sound fiscal direction and management in an environment of flat or slightly increasing enrollment
- Promote excellence in instruction and retain and recruit effective and dedicated teachers and support staff
- Successfully pursue grant opportunities that support the needs of our students
- Assure quality and breadth of student programs needed to prepare today’s students for their successful future
- Support ongoing work being done in Professional Learning Communities (PLCs), to ensure collaboration around alignment of curriculum and a consistent cycle of inquiry focused on student learning
- Help maintain positive and collaborative relationships between the district, our employees and our communities
- Maintain high levels of collaboration with district labor associations



Qualities and Qualifications

The Board of Directors seeks candidates for the position who possess the following preferred qualities and qualifications:

- Washington Principal certification
- Possess, or be willing to pursue and complete, Washington Superintendent certification (preferred)
- Masters degree required; post-Master’s work encouraged
- A high degree of integrity, honesty and a desire to be transparent with staff and our communities
- An open, collaborative leadership style that fosters a sense of teamwork and common purpose within the districts
- Proven human relations skills and an effective communicator with a sense of humor who is positive, approachable, and respectful of others
- Knowledge and understanding of current P-12 issues and best practices, including knowledge of education reform and accountability at the state and federal levels
- Ability to appropriately delegate management tasks, and a commitment to holding self and others accountable for results
- Effective and dynamic communication skills, orally and in writing
- Understanding and appreciation of the realities of small school districts and rural communities
- Commitment to being a highly visible, energetic, trustworthy and collaborative member of the school district, communities and region

Compensation

The School Board will negotiate a multi-year contract with a salary based on experience and qualifications that is competitive with districts of similar size. An appropriate benefit package will be provided.

The superintendent will be expected to become active and engaged within the Liberty School District.