
An invitation to apply for PreK-6 Principal

REARDAN-EDWALL SCHOOL DISTRICT



THE REARDAN PROMISE

We promise to be ALL IN on ensuring that ALL of our students are
KNOWN, LOVED, and LEARNING

Our District

With a budget of \$9.5 million, Reardan-Edwall School District strives to provide an exceptional education to 680 outstanding students. Currently experiencing enrollment growth, the district has one campus that includes a high school, middle school/elementary, commons/cafe/cafeteria, and two gyms. The district is staffed by highly qualified and motivated certificated and classified professionals, and benefits from superb departmental leadership.

The district covers over 360 square miles in Lincoln and Spokane counties. Its location truly provides the best of two worlds - a friendly and inclusive small town atmosphere and values, yet with easy access to Spokane, the largest city between Minneapolis and Seattle, with cultural and recreational amenities found in its metropolitan setting as well as in the surrounding lakes, rivers and mountains that are part of the beautiful inland northwest.

The district is financially sound and is well-supported by the community, which recently approved a bond issue that funded the remodel of the elementary/middle school and historic Smith Gymnasium, as well as the construction of a new commons and kitchen facility. Amidst the pandemic, we currently have PreK-8th grade on campus 4 days a week. The District owns 80 acres about a mile from the current campus, and another parcel in the northeast corner of the district that poises it for expansion when needed.

Reardan-Edwall is particularly proud that it has among the highest graduation rates, and lowest discipline rates, in the state of Washington. Our district is a wonderful place to live, work and learn.

CHALLENGES AND OPPORTUNITIES

Work with the district leadership team to develop and foster a strategic vision to move a growing school district forward.

Maintain a focus on consistent improvement in the academic growth of students.

Support the ongoing work of Professional Learning Communities with a clear focus on social and emotional learning.

Focus on the development and expansion of our early learning center.

Partner with the superintendent and HR Manager to establish effective methods for recruiting and retaining high quality certificated and classified staff.

Innovate organizational alignment by overseeing and delegating programs, processes, and fiscal management to key leaders.

Foster a culture of positivity, growth mindset and continuous improvement.

Act as assessment coordinator for the district.

The Reardan-Edwall School District Community seeks school leadership that is active and engaged in community activities.

QUALITIES AND QUALIFICATIONS

- Washington State Principal credential.
- Servant leader who exemplifies humility, respect and service.
- Person of integrity, who inspires team members to meet and exceed goals.
- An open, honest, collaborative leadership style with a focus on teamwork and mission driven values.
- Leads with courage and strives to support and mentor staff members and colleagues.
- Proven human relations skills, and is an effective communicator with a sense of humor, who is positive, approachable and respectful.
- Understands and appreciates the realities, opportunities and challenges of small school districts and rural/suburban communities.
- Partner with Business Office with working knowledge of human resources and school finance.
- Balanced approach with regard to Washington state learning standards, academic achievement of students, and social and emotional learning needs.
- Ability to hold themselves and others accountable.
- Committed to being a highly visible energetic, trustworthy and collaborative member of the school district and communities.
- Professional ability to bring fun to learning and cohesiveness to the team.

COMPENSATION

The district offers a competitive salary and benefit package.



Reardan Indians
BEST STUDENTS. BEST PEOPLE. BEST EDUCATION.

OUR MISSION

Best Students, Best People, Best Education

Embracing the opportunity to serve the best students, our mission is focused on ensuring they become the best people they can be with the provision of the best education to ensure they leave school career-ready. Recognizing that success is determined by mindset and values, we hire, train and retain the best staff, ensuring they receive the best professional support to meet evolving challenges to ensure our students always come first.

OUR VALUES

Integrity - do the right things for the right reasons

Work ethic - maintain self discipline to complete tasks regardless of challenges

Trustworthiness - ability to be relied upon

Humility - recognize that we all make mistakes and own our failures to grow stronger

Growth Mindset - tireless drive to improve and seek out all areas of improvement

Courage - face our fears and move forward anyway

Respect - treat others with the principle of the Golden Rule

Service - servant leadership for the benefit of others

Our Vision

All students attending the Reardan-Edwall School District will be provided a career-ready skill set that is aligned with their future goals. Because success is ultimately determined by mindset and values, our District works to instill strong core values in all areas of the curriculum, and in our extracurricular programs, to build strong skills for a happy, healthy and successful life. When a student says he or she attended Reardan schools, it will be known that he or she is a person of high character, and possess a strong work ethic, integrity, and a strong growth mindset that drives continuous improvement and a commitment to be a productive member of society.

Educational Programs

The elementary has 20 certificated and 12 classified staff members that work collaboratively to meet the needs of our students and growing school district. In the past few years the district has hired a number of highly qualified directors to oversee Facilities, Transportation, Security/Technology, and Finance. The team works together under a common vision to meet the ever-changing needs of the students and the district. This principal position is a key member of that team.

The forward-focused, proactive Board of Directors has established a consistent curriculum adoption cycle. Reardan students typically exceed the state standards across all core areas. Our special services provide exemplary programs for students with special needs and has been an area of pride with the influx of additional staff to meet the needs of our students.



The Board of Directors seeks highly qualified applicants that are team focused and servant leaders.

APPLICATION PROCESS

For an application, please visit the Reardan-Edwall School District website at www.reardan.net.

A completed application will include

- Formal letter of application
- Completed Reardan-Edwall application form
- 1-2 page overview of candidate's vision for the future of the Reardan-Edwall School PreK-6 Elementary
- Current resume/vita
- 3 current letters of recommendation
- 5-10 minute video (MP4 file format) to PreK-6 staff and students on the values that mean most to you as a principal.

Applications and inquiries should be addressed to:

Eric Sobotta, Superintendent
PO Box 225
Reardan WA 99029
509-796-2701
esobotta@reardansd.net

March 5, 2021

Application deadline

March 8-9, 2021

Screening and reference checks completed

March 12, 2021

Interviews. Selection by the Board of Directors to follow.

July 1, 2021

New Principal begins

BOARD OF DIRECTORS

Jeff Anderson | Ian Wagner | Nick Landt | Roger Peterson | Simon Butterfield

The Reardan-Edwall Board of Directors reserves the right to consider any candidate until a principal is hired. Reardan-Edwall School District is an equal opportunity employer.