



An invitation to  
apply for Superintendent



NorthEast Washington  
Educational Service District 101

The Board of Directors of NEWESD 101 is seeking applicants for the position of superintendent to begin July 1, 2022. The successful candidate will work with all staff of NEWESD 101, each of whom is committed to the highest quality education for all students within the 59 public school districts, 45 state-approved private schools, and 3 public charter schools in the service region.

## SERVICE & SUPPORT

### SHARED NEWESD 101 GOALS

**Support every school district and school, all students, and all staff members in the NEWESD101 region with professionalism, dignity, inclusiveness, and a commitment to excellence on their behalf.**

### THROUGH...

**Prudent fiscal management:**

Assure sufficiency in the agency's core budget and facilities while expanding cost-effective and efficient services.

**Superintendent & staff visibility:**

Assure visibility, support, and visitations to and with schools and school districts.

**Equity & anti-racism:** Explicitly and publicly affirm our commitment as an equity-focused and anti-racist organization by enacting practices, policies, and programs that celebrate diversity and inclusion.

**Innovation:** Initiate grant and service opportunities with school districts that enhance learning & support for all students, and augment efficiencies.

**Partnership:** Continue as a full partner with, and regional representative of, OSPI.

**Advocacy:** Play a key role in working with and supporting elected officials on legislative advocacy.

**Sustainability:** Ensure ongoing review and update of policies and procedures.

## OPPORTUNITIES

**Following Board, staff and stakeholder focus groups, NEWESD 101 seeks candidates who are committed to the following opportunities...**

**Meeting Diverse District Needs:** Maintain a strong level of commitment to serving the distinct and diverse needs of the region's districts. Promote a continued philosophy that NEWESD 101 exists as a key resource for local school districts, their staff and school boards. Recognize that this may require flexibility, creativity and resourcefulness given the diversity of district size and need.

**Focusing on Academics/Equity:** Promote and support ongoing dialogue for local school districts as they focus on financial fairness, academic equity, and excellence for all students in the region. Demonstrate an ability to lead and navigate a complex, multi-faceted organization tightly aligned to the support and success of local districts.

**Leading Confidently through Uncertainty:** Demonstrate skills in leading and effectively communicating through adversity. Effectively guide local districts through political, geographic and cultural challenges while maintaining a focus on students' academic and social well-being. Work collaboratively with staff to effectively support and accommodate hybrid or remote work environments, while still providing key support and service to districts.

**Facilitating and Training:** Develop and facilitate trainings and support for local school boards (roles and responsibilities). Skilled in board relationships and retention strategies. Connect school boards to develop strength and support for and from one another.

**Providing Sound Fiscal Management:** Guide the agency in a manner that ensures fiscal stability and sustainability for agency staff, programs and services. Seek partnerships and grantors, locally, regionally and nationally, who can provide important funding/revenue streams that benefit the students and districts of the region.

**Legislative Advocacy:** Serve as a key spokesperson for the agency and the region's districts. Pursue sound policy and funding models to meet the needs of the region's districts. Provide communication and support of local districts' legislative advocacy to ensure all districts, regardless of size, geographic location or need, are supported and represented with policy makers at the state and national levels.

**Supporting the Statewide AESD Network:** Contribute key leadership, partnership and advocacy to and for the Statewide ESD Network. Serve as a key liaison between NEWESD, OSPI and the Legislature to ensure that the Network and the individual ESDs are working equitably, effectively, and efficiently.



## COMPETENCIES

**Following Board, staff and stakeholder focus groups, NEWESD 101 seeks candidates who demonstrate and exhibit the following competencies...**

**Strong Communicator:** Demonstrates the ability to communicate effectively with staff and stakeholders in an authentic, thoughtful, trustworthy and calm manner. Conveys a sense of confidence and commitment. Advocates for a consistent focus on diversity, equity and inclusion, in both the agency and the region.

**Servant Leader:** Demonstrates a strong desire to serve all of the districts in the region, regardless of size and location. Committed to the time and travel necessary to support local districts, private schools, and public charter schools. Humble, dedicated, open, honest, strategic, transparent and exhibiting a willingness to serve all districts regardless of a community's unique characteristics. Brings a broad range of leadership experience and recognizes the ability to see the value proposition NEWESD brings to large and small districts, seeking academic equity for all students.

**Values Relationships:** Skilled at developing strong personal and team relationships in the agency, with local districts, and the broader community. Highly visible, fair-minded, compassionate, approachable, and supportive of all staff and stakeholders. Deeply committed to the recruitment, engagement, recognition, and professional growth of staff.

**Advocate:** Able to effectively, lead, advocate and communicate with legislators, policy makers, partners, as well as agency and community leaders. Serves as a strong advocate for the success of districts within the region. Able to thoughtfully facilitate and find "common ground" in support of current and emerging student and district needs.

**Sound Fiscal Leadership:** Able to lead the agency in a manner which ensures fiscal stability and stewardship. Capable of advocating for the agency through uncertain and unpredictable revenue cycles insuring maximum consistency and stability for staff and member districts. Able to develop and clearly communicate fiscal priorities.

**Entrepreneurial:** Understands new and developing needs and opportunities to innovate and see "what's next" on the horizon. Able to explore and develop new services, partnerships, and advocates for sources of revenue to support new agency programs and services.

**Collaborative:** Prepared to engage and collaborate with those who may have divergent thoughts and ideas in a way that is compassionate, approachable, and supportive of all staff and stakeholders.



NEWESD 101 is an Equal Opportunity Employer and does not discriminate on the basis of sex, race, creed, religion, color, age, national origin, sexual orientation, gender expression or identity, veteran or military status, disability, or the use of a trained guide dog or service animal in its programs or activities and provides equal access to the Boy Scouts and other designated youth groups. NEWESD 101 complies with the Americans with Disabilities Act. Persons who may need some accommodation in the hiring process should contact the human services office.

\*ADA, Affirmative Action, Title VII, Title IX Officer – Michelle Powers, 509.789.3504\*

\*504 Officer – Mick Miller, 509.789.3539\*

## SERVICE AREA

NEWESD 101 serves the seven northeastern counties of the state and supports the school districts and schools in Adams, Ferry, Lincoln, Pend Oreille, Spokane, Stevens and Whitman counties. NEWESD 101 is the state's largest ESD in the number of districts served, counties served, and geographic region.

NEWESD 101 provides a wide array of programs, services and support to 59 public school districts, 45 state-approved private schools, and 3 charter schools for a total of more than 100,000 enrolled students.

NEWESD is also privileged to partner in programs that serve youth in the juvenile detention system, as well as young people pursuing educational completion and career competencies.

The region is geographically diverse, including forested mountains, rivers, lakes, grasslands and channeled scablands. It is situated on the ancestral land of the Plateau Peoples including the Spokane, Coeur d'Alene, and Kalispel bands along with those making up the Confederated Tribes of the Colville Reservation. Other historic roots are found in agriculture, timber, and mining.

## COMPENSATION

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

## OUR MISSION

**To promote educational excellence by delivering essential, cooperative services to schools and other learning communities.**

## COMMITMENTS

1. To assist schools and other learning communities in preparing students for success.
2. To maintain strong, supportive, mutually beneficial relationships with schools and other educational partners.
3. To provide quality service and value.
4. To blend entrepreneurial imagination and public service spirit.

## LEGACY



The Board of Directors is seeking applicants to succeed Dr. Michael Dunn, the latest in a line of highly successful superintendents, following fourteen years of service treating all students, education professionals, and partners with dignity, respect, professionalism, and equitable inclusion.





## APPLICATION PROCESS

The Board of Directors of NEWESD 101 has partnered with Dr. Rich McBride and Dr. Brian Talbott to assist in the superintendent selection process. For an application please visit: [www.esd101.net/news/latest/supt\\_apply](http://www.esd101.net/news/latest/supt_apply)

### A completed application will include:

- Formal letter of application
- Completed application form
- Current resume
- Updated placement file and/or at least five current letters of recommendation that speak directly to your qualifications and interest in this position
- Statement explaining how the candidate's qualifications and experiences meet the competencies and opportunities outlined in this brochure

For additional information about NEWESD 101 visit our website at: [www.esd101.net](http://www.esd101.net)

### Direct applications and inquiries to:

Dr. Rich McBride  
602 N Country Club Drive  
Deer Park, WA 99006  
Mobile: (509) 669-5286  
[richmcbrideassociates@gmail.com](mailto:richmcbrideassociates@gmail.com)

**December 20** Application window opens

**January, 21  
2022, 5:00 PM** Application deadline – materials must be submitted electronically to [richmcbrideassociates@gmail.com](mailto:richmcbrideassociates@gmail.com)

**On or before  
February 16 -18** Review Committee meets

**On or before  
February 28 -  
March 4** Board interviews finalists

Negotiations and formal announcement to follow

### BOARD OF DIRECTORS

J. Rand Lothspeich, District 1 | Kathy Bumgarner, District 2 | June Sine, District 3  
Phil Champlin, District 4 | Emmett Arndt, District 5 | Sally Pfeifer, District 6 | Chuck Stocker, District 7  
The Board of Directors reserves the right to consider any candidate until a superintendent is hired.  
NEWESD 101 is an equal opportunity employer.