



An invitation to apply for
Superintendent/Secondary Principal

Colton School District #306

706 Union Street
Colton, WA 99113

Phone: (509) 229-3385

www.colton.k12.wa.us

Colton School District



Application Process

Timeline

The Colton 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](http://www.esd101.net) at www.esd101.net or the [Colton School District](http://www.colton.k12.wa.us) website at www.colton.k12.wa.us**

A completed application will include:

- Formal letter of application that addresses the challenges, opportunities, qualities and qualifications outlined in the position brochure
- Completed Colton application form
- Current resume/vita
- At least five **current** letters of recommendation that speak directly to your qualifications and interest in *this* position

Direct applications and inquiries to:

Dr. Michael Dunn, Superintendent *or*
Mr. Mick Miller, Assistant Superintendent
NorthEast Washington ESD 101
4202 S. Regal St.
Spokane, WA 99223
509.789.3500 Office 509.701.1742 Mobile
mkempel@esd101.net

April 9, 2018 - Application deadline - materials must be submitted [electronically](mailto:mkempel@esd101.net) to mkempel@esd101.net.

April 10-18, 2018 - Screening and reference checks completed.

Week of April 23, 2018 - Interviews.

Selection by the Board of Directors to follow.

July 1, 2018 - New superintendent reports.

Board of Directors

Denise Faerber
Shannon Miller
Gary Riedner
Jana Schultheis
Niki Wolf



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

Colton School District is an equal opportunity employer.



The Colton School District Board of Directors is seeking a successor to Mr. Nathan Smith to serve as our new Superintendent/Secondary Principal, to begin July 1, 2018. Our vibrant district seeks innovative leadership to guide and direct the administration, instructional, and support services teams in setting and achieving the highest standards of excellence in educational programs and operating systems.

About our District

The Colton School District has impressive facilities that were fully modernized in 2013, a talented and dedicated staff, and programs that are designed to meet the needs of all of its valued students.

The shared goal of all of the educational programs of the Colton School District is to provide a positive educational experience for all students to assure they develop skills, competencies and attitudes fundamental for contributing and responsible citizens.

Our Strategic Plan

It is the goal of the Colton School District to provide an outstanding education while encompassing a rich tradition of extracurricular success. The effect of an ever changing educational system requires our instructional practices and curriculum to be monitored and evaluated continually. Through our strategic plan, it is our goal to strive to make continuous improvements in programs and practice to ensure that our students receive, and achieve, the best. Our strategic plan included four goal areas:

- ◆ **Quality Teaching and Learning**
- ◆ **Family and Community Engagement/ Collaboration and Communication**
- ◆ **Educational Offerings**
- ◆ **Stewardship**

We are Proud

- ★ Fully modernized school and updated grounds and sports facilities
- ★ One-to-one technology, K-12
- ★ 100% graduation rate
- ★ Recent Colton graduates are attending outstanding universities including UI, WSU, UW, EWU, OSU, ASU, UA, UCSB, Texas A&M
- ★ Updated curriculum
- ★ Practice sound fiscal stewardship
- ★ 18 state academic titles since 2009
- ★ 19 state athletic titles since 2009
- ★ 100% transportation inspections for 8+ years
- ★ Successful FFA chapter

and so much more...



Our Schools

We serve K -12th grades in a 53,000 square foot, two building campus. Throughout Colton School District’s long and esteemed history, our schools have consistently strived to deliver the highest quality education. Our fine academic history is attributed to outstanding students, dedicated faculty and staff, and a very supportive community as we embrace innovative educational practices and programs. Our recently modernized building is well suited to support strong academic programs, along with robust offerings of student activities, sports and clubs.

Colton preschool serves children aged one year to 12 years old with two programs. Our preschool serves children ages 3 and 4 and offers an educational environment that fosters school readiness skills. A Daycare program serves children from one month of age to 12 years, and includes before and after school care, special services and an early childhood education.

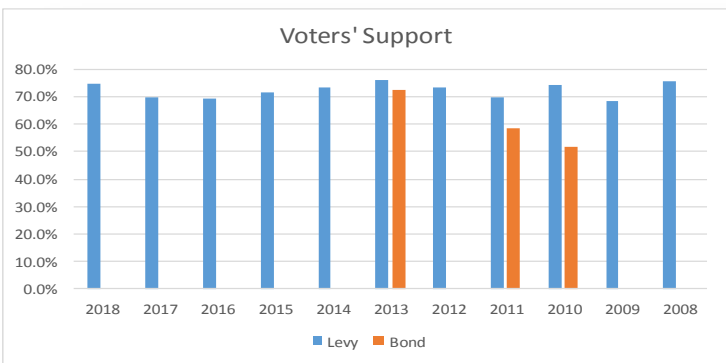


Our Communities

Colton and Uniontown offer the best of attributes of rural communities - strong support and big heart. These thriving, agricultural-based towns were built on a natural resource-based economy and are home to many multi-generational families. The communities continue to evolve – rallying around a shared vision of enhancing community gathering places, growing the entrepreneurial economy, and empowering today’s youth to become successful leaders of the future.

We are located in the heart of two nearby major state universities which, combined with three community colleges, offer our students rich opportunities not found in other rural towns. Coupled with abundant recreational opportunities, this region is a place many come to visit on vacations and some are lucky to live in year round.

Our rural communities offer a safe, grounded and positive quality of life, while still within an easy drive to a variety of services in nearby Pullman-Moscow, Lewiston-Clarkston, and Spokane.



Qualities and Qualifications

- ◆ Open and collaborative leadership style that fosters a sense of teamwork, common purpose, and shared commitment to the district’s mission.
- ◆ Proven people and interpersonal skills and is an effective communicator who is positive, approachable, and respectful of others.
- ◆ Knowledge and understanding of current preK-12 issues and best practices, including knowledge of education reform in Washington State and the nation, and of accountability requirements at both the state and federal levels.
- ◆ 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.
- ◆ Ability to lead a complex, goal-focused organization, delegating management tasks as appropriate, and holding him/herself and others accountable for quality results.
- ◆ Experience with collaborative, respectful and effective collective bargaining practices and relationships with employees.
- ◆ Unquestioned integrity, honesty and diplomacy.
- ◆ Familiarity with school law, finance, and curriculum; school and district improvement; and the legislative process.
- ◆ Earned masters degree and either possess or be willing to work toward earning a Washington State Superintendent’s Credential.
- ◆ Understanding of the nature of small, rural schools, communities, and lifestyles.



Challenges and Opportunities

- ◆ Set and share personal goals and articulate a unified vision that accounts for the current strengths of the Colton School District, and that values the inclusion of our talented staff, families and community members.
- ◆ Maintain the quality and breadth of innovative student programs needed to prepare today’s students for the future tomorrows they face.
- ◆ Continue the district’s prudent fiscal management practices, and provide effective advocacy with elected officials for ample school funding.
- ◆ Ensure continuation of the positive and collaborative relationship that exists between the district and our dedicated employees.
- ◆ Assure a sense of trust and collaboration between the district and the community that leads to support for students, and that allows the ability to effectively maintain current facilities and to improve those in need.
- ◆ Lead the continuation of the district’s improvement work that is designed to assure aligned and up-to-date curriculum, effective instructional practices and support, and results in high quality achievement for and from each student.

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/secondary principal will be expected to become an active and engaged member of the Colton-Uniontown communities.

