

An invitation to apply for the position of

Superintendent

***Mabton
School District***



Mabton, Washington

The Position

The Mabton School District, Mabton, Washington, Board of Directors, is seeking a highly qualified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2018.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Directors in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The board recognizes that selecting a superintendent is one of the most important decisions it will make. The board has identified the following desired characteristics:

- Exhibits a high level of trust, integrity, honesty, fairness and enthusiasm for all aspects of the job.
- Possesses a strong understanding of school finance including the importance of school bonds, levies and other funding sources integral to the school system.
- A demonstrated ability to engage the community that is culturally diverse, establish meaningful partnerships with outside agencies and be visible and accessible in the school, its activities and community.
- A proven ability to work in a positive and productive manner with the Board of Directors in all aspects of the job that includes ongoing and regular communication, engagement and actions.
- Ability to work and partner with organized labor unions in a manner that will enhance the school system and promote academic learning.
- Provide instructional leadership that includes a deep understanding of PBIS, AVID, and other effective initiatives.

Note:

- *A state Superintendent credential is preferred, but not required*
- *Bilingual and Bi-literate is also preferred, but not required*
- *Residency within the Mabton School District boundaries is preferred, but not required*

The Community

History of Mabton Settlement in the Mabton area began around 1884, which was approximately five years before Washington became a state in 1889. The town grew out of a Northern Pacific Railway stop where the company had built a water tower.

In 1892, Sam P. Flower built a store and warehouse that was followed by several stores, a hotel, railroad depot and schoolhouse. The Mabton Townsite Company made their first plat for development in 1902 and Mabton incorporated on November 7, 1905.

The current city limits constitute an area of approximately 525 acres with an Urban Growth Area (UGA) of 578 acres. The population estimate for 2015 is 2,500 people.



The District

The Mabton School District serves more than 862 mostly Hispanic students. Nearly one-third of the students are from migrant families, a situation that requires exceptional skill and commitment from both teachers and administrators. The district offers the following programs for its students Running start/College in High School; GEAR-UP; AVID; Robotics; Migrant/Bilingual Program; Pre-Kindergarten; Tech Prep; IT Academy; and Highly Capable.



District's Strategic Plan

The District's Strategic Plan was recently updated in 2013/2014. The work included involved focus groups with the school board of directors, administration, parents, students and staff in creating a plan that continues to build on the academic successes of our students. Four goals have been identified as follows:

Early Childhood Education – Promote school-readiness via active outreach to parents and to the pre-school community, employing appropriate tools and an aligned curriculum and successful transitions, using proactive assessment and early intervention strategies.

Engaging Teaching and Learning - Ensure that students are engaged and accountable learners, meeting high expectations through demonstrated growth, guided by quality teachers and counselors who have the necessary resources and training to be effective.



District Culture & Climate – Create a district culture and climate that is welcoming, inclusive and culturally sensitive emphasizing safety and mutual respect, relationships and an atmosphere of trust.

Parent & Community Engagement – Celebrate student success through a wide variety of communication channels, with a focus on transparency and collaborative, inclusive partnerships that empower parents and encourage community service.

Board of Directors

The Board of Directors consists of five members who are elected to serve as one of Washington's 296 school districts, your Mabton School Board of Directors is charged with making sure that your children have a safe learning environment. They are also charged with making sure that the staff has adequate funding and materials as well as establishing school policies, procedures, and budgets that support student learning.

<u>Name</u>	<u>Years Served</u>
Mrs. Wendy Morrow, President	4 years
Mrs. Carrie Herrera, Vice President	2 years
Ms. Natalie Palomarez	6 years
Mr. Bill Roettger	2 months
Mr. James Adams	6 years

MISSION STATEMENT

The mission of Mabton School District is to ensure academic success for all students.

VISION STATEMENT

We will engage students in rigorous, stimulating and meaningful learning experiences that result in all students graduating with the skills to be successful in college, career and life.

Find out more about Mabton School District:

<http://www.msd120.org/>

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



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Selection Timeline

1. Application deadline:
April 5, 2018
2. Finalists selected by
Board of Directors:
April 19, 2018
3. Finalist Interviews
with Board of Directors:
May 1-3, 2018
4. Selection of new
superintendent:
May 10, 2018
5. Starting date:
July 1, 2018

An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws.



Mabton School District is an Equal Opportunity Employer