



Superintendent search

The North Thurston Public Schools Board is seeking applications from interested and highly qualified candidates to fill the position of superintendent.

The NTPS Board is seeking a skilled administrator to lead a vibrant, diverse school system. Applicants must:

- Have strong leadership and financial management skills
- Have experience as an instructional leader
- Demonstrate knowledge about effective educational practices
- Have a vision for supporting all students in achieving their full potential
- Understand the importance of strong school-community partnerships
- Have a strong focus on equity to ensure every student has the resources and support to succeed
- Be willing to live within the school district boundaries

Selection timeline

- Applications due: March 10, 2024
- Screening begins: March 11, 2024
- Contract begins: July 1, 2024

Salary and benefits will be competitive with other school districts in the region.

North Thurston Public Schools



NTPS mission

Committed to excellence: Preparing all students for rewarding careers, fulfilling lives, and compassionate global citizenship.

Our district

Our more than 2,000 high-quality, dedicated staff prepare 14,800 students for rewarding careers, fulfilling lives, and compassionate global citizenship. Together with our community, we support our student's physical, social/emotional, and academic needs to help them become college- and career-ready upon graduation.

NTPS includes 24 schools:

- 13 elementary schools (pre-K - 5th grade)
- 4 middle schools (6th - 8th grade)
- 3 comprehensive high schools (9th - 12th grade)
- 4 choice schools (a virtual school, a home-based instruction support school, a performing arts middle school, and a CTE-centered high school)

Our core beliefs:

- High-quality teaching is essential to student achievement.
- Compassionate attitudes and actions create a culture of service.
- Student voice increases engagement and belonging in our learning community.
- Investing in our staff is critical to student success. Healthy relationships are built on collaboration, respect for diversity, accountability, and trust.
- Family and community partnerships are essential to meet the needs of our students.

About our community

Located in the south Puget Sound area, Lacey is a culturally diverse community of more than 55,000 residents.

We are near Mount Rainier, the Pacific Ocean, and many lakes and rivers. Outdoor activities are plentiful, including skiing, hiking, sailing, rowing, golfing, fishing, clamming, and camping. The Chehalis Western Trail is popular with bicyclists, walkers, and runners. The Lacey Parks, Culture, and Recreation Department manages more than 1,200 acres of parkland and open space.

Major employers in our area include the State of Washington, the U.S. military, local governments, Providence St. Peter Hospital, and many local businesses and nonprofit organizations.

The North Thurston Public Schools district covers 74 square miles that includes Lacey and parts of Olympia and the surrounding county. This is a community that loves to give back! We have more than 6,000 family, student, and community volunteers giving their time to support student achievement. We are a proud Compassionate Community in partnership with the City of Lacey and the Lacey South Sound Chamber.



How to apply

Please visit rayassoc.com to submit an application file, including:

- Letter of application stating personal qualifications, experiences, and reasons for interest in the position
- Online application form
- Current resume
- Four current letters of recommendation

After applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the NTPS Board for consideration. Selection of candidates for final interviews is the sole responsibility of the Board.

Questions about the process should be directed to:

Ray & Associates, Inc.
kathy@rayassoc.com
(319) 393-3115

Please do not contact the NTPS School Board or district office directly.