

NORTH MASON SCHOOL DISTRICT SUPERINTENDENT SEARCH

EDUCATE

EMPOWER

INSPIRE

PREPARE

THE NORTH MASON SCHOOL BOARD IS SEEKING APPLICATIONS TO FILL THE POSITION OF SUPERINTENDENT.

CANDIDATES MUST :

- POSSESS EXCELLENT INTERPERSONAL SKILLS, PRESENT A POSITIVE IMAGE OF THE DISTRICT, WILL LISTEN TO INPUT AND BE A DECISION MAKER.
- POSSESS THE LEADERSHIP SKILLS, KNOWLEDGE AND SENSITIVITY REQUIRED TO RESPOND TO THE OPPORTUNITIES AND CHALLENGES PRESENTED BY A DIVERSE STUDENT BODY AND COMMUNITY.
- PROMOTE POSITIVE AND INCLUSIVE STUDENT BEHAVIOR CONDUCTIVE TO A HEALTHY AND SAFE LEARNING ENVIRONMENT WHILE MAINTAINING A STRONG MORAL COMPASS ROOTED IN JUSTICE AND EQUALITY.
- BE A STRONG COMMUNICATOR IN SPEAKING, LISTENING AND WRITING.
- DEMONSTRATE COMMITMENT TO COMMUNITY VISIBILITY AND ACTIVELY ENGAGE IN A BROAD RANGE OF COMMUNITY GROUPS AND ORGANIZATIONS WITH THE ABILITY TO BUILD CONSENSUS AND COMMITMENT AMONG INDIVIDUALS AND GROUPS.
- BE EXPERIENCED IN RECRUITING AND MAINTAINING EXCEPTIONAL STAFF FOR THE DISTRICT AND SCHOOLS.
- DELEGATE AND OVERSEE THE WORK OF STAFF (I.E. LEADING BY EXAMPLE) AND APPROPRIATELY MAINTAIN ACCOUNTABILITY WHILE ALSO HAVING EXPERIENCE WITH EFFECTIVE MANAGEMENT AND PLANNING PRACTICES THAT WILL BENEFIT THE LONG-TERM FINANCIAL HEALTH OF THE DISTRICT.
- POSSESS THE ABILITY TO ENHANCE STUDENT PERFORMANCE, ESPECIALLY IN IDENTIFYING AND CLOSING OR NARROWING THE GAPS IN STUDENT ACHIEVEMENT AND OPPORTUNITY.
- PROMOTE A POSITIVE AND PROFESSIONAL ENVIRONMENT THAT INCLUDES MUTUAL TRUST AND RESPECT AMONG FACULTY, STAFF, ADMINISTRATORS AND BOARD.
- HAVE CLASSROOM EXPERIENCE IN A K-12 SETTING.

Applications due: January 5, 2025



OUR COMMUNITY

North Mason School District is located in the beautiful town of Belfair, WA, nestled in wooded campuses off the shores of Hood Canal. Being situated in a natural setting provides abundant opportunities for students to learn and grow as stewards of the environment. The close-knit community surrounding our students provides them with a strong sense of *belonging* and the interwoven web of support propels them to reach their full potential.

The unique, collaborative nature of our small community makes being part of NMSD a rewarding experience for students, families, volunteers, and staff members. It is a place that embraces who you are, and celebrates who you are becoming.

North Mason School District offers students a robust early education program that leads to a nurturing elementary experience, laying a strong foundation for educational and socio-emotional skill development. Core instruction is enhanced by music classes and art, laying the groundwork for future involvement with extracurriculars. Many students participated in our award-winning middle and high school marching bands, continuing on to study music in college. For students on the Career and Technical Education (CTE) pathway, NMSD offers state-of-the-art opportunities that align with local industries. Partnership is pivotal to our success and the strength of these collaborations with industry leaders ensure our students have a pathway to fulfill their career goals.

NMSD families come from diverse backgrounds and this diversity is celebrated through community and school events that are inclusive, recognizing that when families and students feel truly seen they are more apt to participate and engage in promoting the success of the district. Integral in supporting our diverse families are a plethora of community partnerships that provide access to much-needed programs and support services as well as peace of mind to families in need.

We are proud to see many of our alumni choose to stay in the region to work with the school district or join local agencies. Ours is a symbiotic community that works together, epitomizing our motto of "Whole Child, Whole School, Whole Community." North Mason is truly a magnificent place to be!

OUR SCHOOLS



Sand Hill Elementary



Belfair Elementary



Hawkins Middle School



North Mason High School



James A. Taylor High School and Homelink



Mary E. Theler Early Learning Center

North Mason Community Partnerships

North Mason School District is proud to partner with a variety of community organizations that are dedicated to supporting the success and well-being of our students and their families. Our annual P.I.C.N.I.C event begins each year with a resource fair, connecting students and families to over 40 regional resource providers. Through our collaboration with the NMRFA Mobile Integrated Health Unit, Peninsula Community Health Services' on-site clinic, and Consejo counseling, we are able to offer vital health and mental health services directly to our students during the school day. These partnerships ensure that students receive the care they need to thrive both academically and personally, eliminating barriers to learning and promoting overall well-being.

The Coalition of Churches' backpack program plays a crucial role in supporting students and their families by providing nutritious food to those in need. This program directly impacts students by addressing food insecurity and ensuring that they have the sustenance required to perform at their best. Additionally, Northwest Children's Outreach assists families by connecting them with essential physical resources. Additional partnerships with local philanthropic organizations, such as the Lions, Rotary, and Kiwanis Clubs, enable our community to provide a strong safety net for families facing financial hardships, ensuring that every student has the opportunity to succeed.

Our community is also actively involved in supporting The North Mason Scholarship Foundation (NMSF), an organization that was created in the late 1990s to provide scholarships to students for post-secondary education. A combination of donors and an established endowment fund, provide this opportunity for our graduates.

The collaboration between North Mason School District and these organizations ensures that students and their families have access to the resources they need to overcome challenges and achieve success. These partnerships are a testament to the strength of our community and its collective commitment to supporting our students. By working together, we create a network of care that helps our students excel in all areas of their lives, both inside and outside the classroom. We are grateful for the generosity and dedication of these community partners who share our commitment to educational equity and student success.



North Mason School District

2024-2025 District Profile

Superintendent: Dana Rosenbach



District Mission

The mission of North Mason School District, together with our community, is to educate, empower, inspire and prepare all students to graduate confident in their abilities to meet life's challenges and opportunities.

northmasonschoools.org

District Size: 2,351

Schools/Campuses & Enrollment

Belfair Elementary	420
Sand Hill Elementary	549
Hawkins Middle School	464
North Mason High School	701
Mary E. Theler Early Learning	58
ALE: James A. Taylor/Homelink	154

Key Work of the District

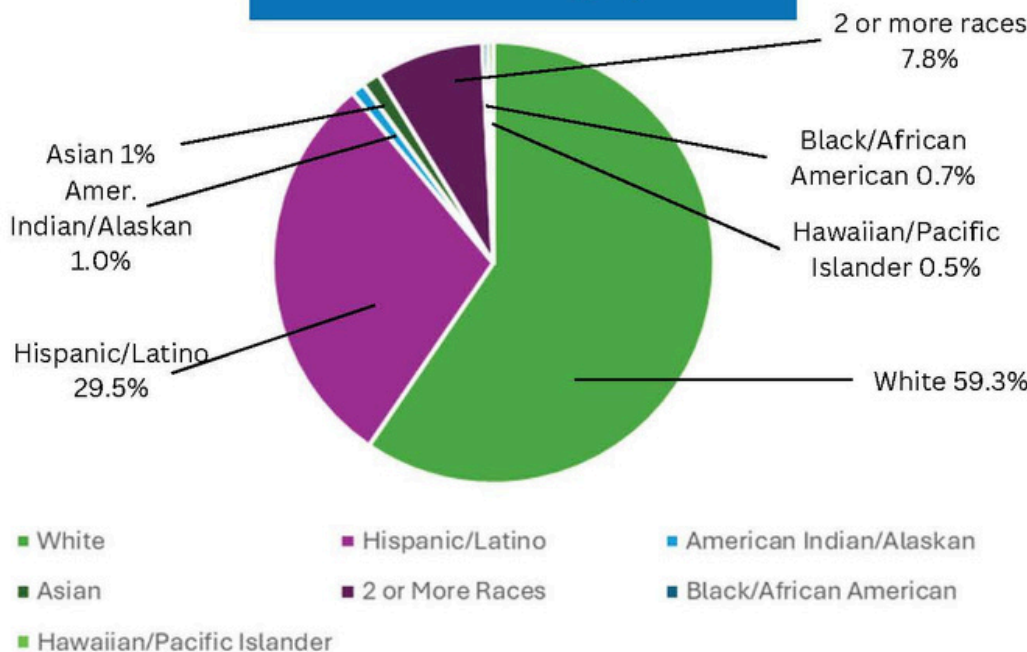
1. Guaranteed and Viable Curriculum
2. Highly Effective Instructional Practices in Every Classroom Every Day
3. Collaboration that Integrates Student Learning
4. Whole Child Student Supports
5. Leadership that Improves Staff and Student Services
6. Support Systems Promote Student Success and Community Pride

Student Groups

	Students with Disabilities	16.1%		McKinney Vento	8.6%		Graduation Rate	80.0%
	Low Income	47.3%		Highly Capable	7.0%		Military Parents	4.8%
	English Language Learners	17.6%		Section 504	4.6%		Mobile	3.5%

Class of 2023

Student Demographics



Faculty Demographics (22-23)

Classroom Teachers

211

Avg. Teaching Experience

12.4 years

Student to Teacher Ratio

21.8:1

Deadline and Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the North Mason School Board. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the North Mason School Board for consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an online application file by January 5, 2025, including:

- A cover letter stating personal qualifications, experiences, and reasons for interest in the position
- Resume
- Online application form
- 4 current letters of recommendation
- Contract begins July 1, 2025

Salary and Benefits

The salary will be in the range of \$200,000 to \$230,000 annually plus an excellent benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting Governing Board criteria.

Requirements

North Mason School District encourages all qualified candidates to apply. Superintendent credentials are preferred. Information about Washington's superintendent accreditation process is available at the Department of Education [website](#).

Apply Online:

www.rayassoc.com

Questions should be directed to: Ray & Associates, Inc.
Phone (319) 393-3115, kathy@rayassoc.com
Please do not contact the Board or District directly.

