

OUR CORE VALUES



Safety



Belonging



Equity



Integrity



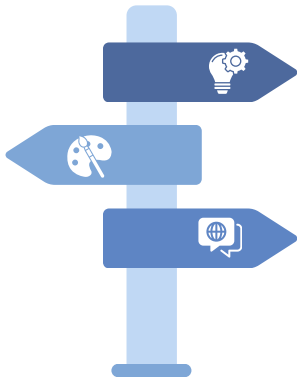
Community



Love of Learning

Vancouver Public Schools has:

A PATHWAY FOR EACH STUDENT



CHOICE SCHOOLS AND PROGRAMS:

- Science, Math & Technology
- Construction Trades
- Advanced Manufacturing
- Medical Arts
- Culinary Arts
- Dual-language programs and schools
- International Baccalaureate
- Vancouver Innovation, Technology and Arts Elementary
- iTech Preparatory
- Flex Academy
- Vancouver School of Arts & Academics



District Size: **58 mi²**

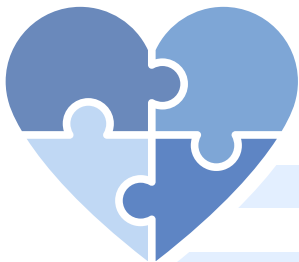
- 23** Elementary Schools (K-5)
- 6** Middle Schools (6-8)
- 4** Comprehensive High Schools
- 1** Specialized School
To support students with behavioral challenges
- 4** Choice Schools
- 1** Adult Transition Education Program
For students ages 18-21 with disabilities

TAILORED LEARNING OPTIONS AT HEIGHTS CAMPUS:

- Virtual Learning Academy
- Vancouver Home Connection
- Open Doors, re-engagement program for students ages 16-21



A DIVERSE COMMUNITY OF STUDENTS & STAFF



20,000+ Students Enrolled **~2,900** Staff

- 83.6%** Four-Year Graduation Rate (2024)
- 53.9%** Qualify as Low Income
- 100+** Languages Spoken
- 18.6%** Receive Special Education Services
- 1,500+** Receive Highly Capable Services
- 3,700+** Participate in Choice or Language Programs (K-12)

- ~1,300** Classroom Teachers (2024-25)
- 15.5** Average Years of Experience
- 83.5%** Hold a Master's Degree
- 23.8** Average Class Size
- 17:1** Average Student-Staff Ratio



OUR STRATEGIC PLAN

Student-Centered

Staff • Experience • Community

Explore more at vansd.org/strategic-plan



ENGAGING OUR COMMUNITY: RECENT CHANGES & CONVERSATIONS

Strategic Plan Cell Phone Policy Levy
Budget Challenge New Start Times Hate & Bias Protocol



Vancouver, Washington

A GREAT PLACE TO LIVE AND WORK

CONNECT & EXPLORE

Located across the Columbia River from Portland, OR, Vancouver offers easy access to big-city amenities. Enjoy a vibrant Downtown arts scene and plenty of excellent restaurants and cultural hubs. A short drive will take you to destinations like the Cascade Mountains (perfect for hiking and skiing!), the Pacific Ocean, and scenic eastern Washington.

OUR COMMUNITY

Population: ~200,000
17.6% Hispanic, Latino/a/e
5.5% Asian
3.8% Black or African American
Median Age: 36 years old
Average Income: \$76,799

LIVE MORE, SPEND LESS

Vancouver offers a much more affordable housing market than our neighbor to the north, Seattle. The median home listing price is around \$550,000, while the average home in Seattle is listed for about \$850,000. Washington also has no state income tax.

Our Next Superintendent

The VPS Board is seeking a skilled administrator to lead our vibrant, diverse school system.

Someone who:

- Is willing to listen to input, but is a decision maker.
- Possesses the leadership skills, knowledge and sensitivity required to respond to the opportunities and challenges presented by a diverse student body and community.
- Has a strong moral compass that is rooted in justice and equality.
- Is a strong communicator in speaking, listening and writing.
- Has experience with effective management and planning practices that will benefit the long-term financial health of the district.
- Promotes positive and inclusive student behavior conducive to a healthy and safe learning environment.
- Is strongly committed to a “student centered” philosophy in all decisions.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement and opportunity.
- Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators and Board.
- Has classroom experience in a K-12 setting.
- Is able to build consensus and commitment among individuals and groups.
- Is comfortable leading innovation and reform efforts.

SALARY AND BENEFITS	SELECTION TIMELINE
\$275-305,000 starting base salary plus a comprehensive benefits package	Applications due: November 30, 2025 • Selection begins: December 16, 2025 Offer the contract: January/February 2026

Apply Online with Ray & Associates at rayassoc.com

Questions? Please call 319-393-3115
Please do not contact the Board or District directly.

