



16250 NE 74<sup>th</sup> Street, Redmond, WA 98052 • 425-936-1200 • [www.lwsd.org](http://www.lwsd.org)

## LAKE WASHINGTON SCHOOL DISTRICT SEEKS SUPERINTENDENT

Lake Washington School District (LWSD) is a high-performing public school district located east of Seattle, between Lake Washington and the Cascade Mountains. LWSD spans 76 square miles and serves more than 29,500 students in the cities of Kirkland, Redmond and about half of Sammamish. LWSD is at the heart of a growing knowledge economy, attracting a diverse population which has grown an average of 700 students per year since 2010. It is currently the third largest district in Washington state.

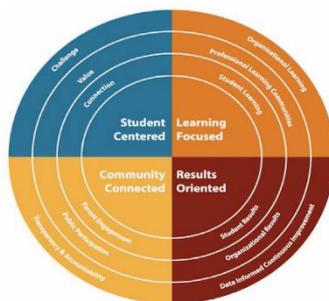
LWSD includes four comprehensive high schools, seven comprehensive middle schools and 27 comprehensive elementary schools. In addition, we offer 14 choice programs/schools serving students at multiple grade levels. LWSD is renowned for its comprehensive academic programs, instructional excellence, student achievement, high levels of parent involvement, low staff turnover and strong community support.

LWSD is preparing for exciting changes in the coming years, including:

- Opening two new elementary schools in Fall 2018—Clara Barton Elementary and Ella Baker Elementary.
- Opening a new middle school in Fall 2019; rebuilding and expanding two elementary schools to reopen that same year.
- Rebuilding and expanding one high school to reopen in Fall 2020.
- Adding a seventh-period to the high school day.
- Continuing to close the achievement and opportunity gap for all students.

LWSD's class of 2017 had a 93% on-time graduation rate, which is the highest graduation rate of the largest 49 districts in Washington state. In addition, 84% of LWSD students enter a two- or four-year college directly after high school. The state-wide average is 62%.

- 1 Ensure academic success for every student
- 2 Provide safe & innovative learning environments
- 3 Recruit, hire & retain highly effective personnel
- 4 Use resources effectively & be fiscally responsible
- 5 Engage our communities



2017-18 Enrollment: 29,572 students

- 11.5% Free/Reduced Lunch
- 10.0% Special Education
- 10.1% Transitional Bilingual
- 115 Languages Spoken

2017-18 Operating Budget: \$355,230,155

### MISSION

Each student will graduate prepared to lead a rewarding, responsible life as a contributing member of our community and greater society.

### VISION

Every Student Future Ready: prepared for college, prepared for the global workplace, prepared for personal success.



**Deadline to Apply: June 4, 2018**

Visit us at [www.lwsd.org](http://www.lwsd.org)



## LAKE WASHINGTON SCHOOL DISTRICT SEEKS A SUPERINTENDENT WHO:

- ❖ Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- ❖ Possesses the leadership skills required to respond to the opportunities and challenges presented by an ethnically and culturally diverse community.
- ❖ Is willing to listen to input, but is a decision maker.
- ❖ Is a strong communicator; speaking, listening and writing with major stakeholders of the district.
- ❖ Is able to delegate authority appropriately while maintaining accountability.
- ❖ Previous experience that will benefit the long-term financial health of district.
- ❖ Is strongly committed to a “student first” philosophy in all decisions.
- ❖ Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- ❖ Makes recommendations and decisions that are data-driven.
- ❖ Promotes a positive and professional environment for district employees and Board of Directors.
- ❖ Has experience recruiting and maintaining exceptional staff for the district and schools.
- ❖ Is comfortable leading innovation and change management efforts.
- ❖ Has knowledge of emerging research in the area of educational design and practice.

### 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 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 Lake Washington School District Board of Directors for its consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an application file online on or before **June 4, 2018**. This application file should include:

- ❖ A letter of application stating personal qualifications, experiences and reasons for interest in the position.
- ❖ The online application form and a current résumé.
- ❖ Four current letters of recommendation.

### SALARY AND BENEFITS

The salary will be in the range of \$290,000, plus an excellent and comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

### REQUIREMENTS

The preferred candidate should have Superintendent credentials. Information about Washington’s Superintendent accreditation process is available on the Office of the Superintendent of Public Instruction website at <http://www.k12.wa.us/certification/default.aspx>.

All interested and qualified candidates should submit their application materials online at

[www.rayassoc.com](http://www.rayassoc.com)

Questions should be directed to:

Ray & Associates, Inc.  
4403 First Avenue SE, Suite 407  
Cedar Rapids, IA 52402

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Visit us at [www.lwsd.org](http://www.lwsd.org)

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