

DEADLINE TO APPLY: APRIL 30, 2019

# We're seeking a Superintendent



Everett Public Schools' staff are passionate about doing the world's most important work – ensuring each student learns to high standards and graduates on time. Our schools are high performing learning centers that engage over 20,000 culturally rich students who speak 97 different languages. Staff and students are encouraged and supported to be life-long learners and community leaders.

The district encompasses the cities of Everett and Mill Creek and areas of rural and suburban unincorporated Snohomish County. Parents and community members volunteer by the thousands in classrooms and schools, and businesses and service organizations are invaluable education partners. The community is highly engaged with the district through advisory councils, focus groups, PTAs and booster clubs. Thanks to community support of the 2016 bond and capital levy, every student in the school district will have 1:1 access to a computing device by 2022 and this fall the district will open its 18th elementary school.

With an emphasis on continuous improvement and laser-like focus on student success, the district has shown consistent improvement in on-time graduation rates, now at 95.7 percent for four year graduation. Special Education graduation rates have risen from 65.1 percent in 2011, to 86.6 percent in 2018, and English Learners improved from 53 percent to 91.7 percent in the same time frame.

The district has also shown great strides in reducing the achievement gap among students of poverty. Of all Washington State school districts over 6,000 students, Everett Public Schools is the only district with every school performing above the expected results on state testing in relation to poverty.

The district is led by a five-member board of directors who serve six year terms.



## Quick Facts

FALL 2018

17

Elementary Schools

5

Middle Schools

4

High Schools (1 alternative)

20,457

PRE-K-12 STUDENTS



\$500M

ANNUAL BUDGET

38.3%

FREE OR REDUCED LUNCH RATE



97 LANGUAGES SPOKEN IN THE HOME

11.9%

IN SPECIAL EDUCATION



Classified Staff:

1,048

Certificated Staff:

1,397

Staff with Master's Degree:

67%

National Board Certified Staff:

12%

# Everett Public Schools seeks a superintendent who:

- is willing to listen to input, but is a decision maker and able to delegate authority appropriately.
- possesses the leadership skills required to respond to the opportunities and challenges in a community with ethnic, socioeconomic, and cultural diversity.
- inspires trust, has high levels of self-confidence and optimism and models high standards of integrity with the ability to develop and communicate a vision of quality education for the future.
- is a strong communicator; speaking, listening and writing.
- has experience recruiting and maintaining exceptional staff for the district and schools.
- has previous experience that will benefit the long-term financial health of the district.
- is strongly committed to a "student first" philosophy in all decisions, and promotes positive student behavior conducive to a healthy and safe learning environment.
- possesses excellent people skills and presents a positive image of the district.
- possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- promotes a positive and professional environment for district employees and board.

## Salary and benefits

The salary base will be in the range of \$260,000, plus an excellent benefit package. The final compensation package for the successful candidate will be based upon proven experience, qualifications, and established criteria.

## Deadlines and selection

**DEADLINE TO APPLY: APRIL 30, 2019**

All materials submitted as part of the superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in an executive session of the 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 Everett Public Schools Board of Directors for its consideration. Selection of candidates for interviews is the sole responsibility of the school board. Candidates selected for final interviews should expect their names and resumes will become public information.

### Persons wishing to be considered for the position should submit an application file online including:

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

**DEADLINE TO APPLY: APRIL 30, 2019**

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

**APPLY ONLINE**

### Questions should be directed to:

Ray and Associates, Inc.  
901 17th St. NE, PO Box 10045  
Cedar Rapids, IA 52402

Phone: 319-393-3115  
[glr@rayassoc.com](mailto:glr@rayassoc.com)



*Please do not contact the board of directors or district staff directly.*

