



## An Invitation to Apply for Elementary School Principal, K-6

***District Mission:*** *“In partnership with our community, we are deeply committed to provide our students with the best educational experience, preparing them to become capable, creative, caring, and responsible citizens”.*

### OUR COMMUNITY

Thirty miles north of Seattle, via a 20-minute ferry ride from Mukilteo, is the community of South Whidbey Island. South Whidbey is a rural community of 15, 500 people characterized by beaches, breathtaking views, lovely homes, farms and forests, with easy access to all the cultural and athletic activities of a large metropolitan area. South Whidbey encompasses the towns of Langley and Freeland and the community of Clinton, each providing South Whidbey residents and visitors’ unique places to sightsee, shop and socialize.

Although many small businesses thrive on the island, the school district is one of the largest employers. An involved community of diverse life styles, South Whidbey supports a performing arts center, many resident artists, a wide range of service and community organizations, and active churches.

### SOUTH WHIDBEY SCHOOL DISTRICT

South Whidbey School District is a dynamic, innovative school system dedicated to reaching all students and helping them achieve excellence. Two educational campuses, South Whidbey Elementary School (K-6) and South Whidbey High School (7-12), serve approximately 1,340 students. Each building has a clear plan for the future, but they are also tied together by the district’s common mission and goals. The most powerful aspect of school and community is the people who live and work here. We have a committed board and superintendent and a talented administrative team, a committed educational staff, and an involved community who work together to create and support programs for youth.

### OUR PRIORITIES AND EXPECTATIONS

The candidate must be competent in all areas of a principals’s responsibilities. Some qualities and abilities, however, are of particular importance to us - especially the ability to be a strong, collaborative leader who models a positive personal example of honesty and integrity. Our district looks for leadership that is open and communicative, optimistic and builds on strengths of staff, students, and community to move our students forward.

## CRITERIA, CHARACTERISTICS AND QUALIFICATIONS

Characteristics receiving special consideration during the selection process include experience, willingness and desire to:

- ◆ Promote equity and inclusive practices.
- ◆ Motivate and inspire students and staff to reach their highest potential in academics and co-curricular activities;
- ◆ Reach logical conclusions, make high quality and consistent decisions that are based on relevant data and student learning needs;
- ◆ Work well with students with a variety of educational abilities, backgrounds, skills, and cultures in a flexible learning environment;
- ◆ Be a strong facilitator and skilled at group process as demonstrated by: positive attitude, sense of collegiality, good listening, ability to lead discussions, and a good sense of humor;
- ◆ Become a contributing member of an administrative leadership team and a strong presence in the South Whidbey community;
- ◆ Support and encourage professional growth of staff.

*Other criteria may be established by the selection committee.*

## MINIMUM PROFESSIONAL QUALIFICATIONS

- ◆ Possess or qualify for immediate issuance of a valid Washington State Principal's credential;
- ◆ Minimum of five years teaching experience, preferably at the elementary level;
- ◆ Three years elementary school administrator preferred, holding a master's degree or its equivalent;
- ◆ Knowledge of and experience in working with multi-age groupings, team teaching environments and special needs students preferred;
- ◆ Ability to provide leadership to faculty, students and parents of the school in a collaborative decision-making model;
- ◆ Ability to foster school-based educational program goals and activities through school improvement planning and collaborative processes;

*Full Job Description is attached in FastTrack.*

## COMPENSATION & TERMS OF EMPLOYMENT

Salary and benefits are provided per Board approved **South Whidbey Principals' Association Agreement and salary schedule** . Contract based on 220 - 8 hour days. July 1, 2018 start date.

## APPLICATION PROCEDURE

Apply online with FastTrack at [SWSD Employment Opportunities](#) Application packets must be received in Human Resources no later than **May 27, 2018 at midnight** .

Your application will be held in strict confidence. Only complete application packets will be screened. All application materials must be submitted by the closing date and time to be screened. Late materials will not be considered. Selected qualified applicants will be invited to interview.

Questions regarding the application process can be addresses to Karen Holum, HR Specialist, [kholum@sw.wednet.edu](mailto:kholum@sw.wednet.edu) or 360-221-6808 extension 2222

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**TIMELINE**

Announcement..... May 4, 2018  
Submit application materials by..... May 27th by 12:00 am  
Screening & Selection for Interviews.....May 29th  
Interviews..... May 31st  
Superintendent Recommends the Finalist to the School Board..... June 13, 2018  
Successful candidate begins July 1, 2018

As a condition of employment, newly hired employees are required to be fingerprinted and provide information for a Washington State Patrol and FBI History background inquiry at a personal cost of approximately \$53.00. Any offer of employment will be conditioned on satisfactory results of the background check for criminal history or other disqualifying information.

The South Whidbey School District #206, an Equal Opportunity Employer, does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, marital status, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Protected groups are invited to apply.  
The following employees have been designated to handle questions and complaints of alleged discrimination: Affirmative Action/Title IX/ RCW 28A.640 /RCW 28A.642 compliance officer, Dan Poolman, [dpoolman@sw.wednet.edu](mailto:dpoolman@sw.wednet.edu), or Section 504/ADA coordinator, Dr. Jeff Fankhauser, [jfankhauser@sw.wednet.edu](mailto:jfankhauser@sw.wednet.edu), 5520 Maxwellton Road, Langley, WA 98260, 360-221-6100

**We reserve the right to modify the details of a position or cancel a posting at any time.**