

SELECTION TIMELINE

Formal Search Begins February 24, 2000
 Application Deadline March 31, 2000
 Completion of Screening April 17, 2000
 Interviews Completed April 26, 2000
 Superintendent Selected April 27, 2000
 Work Commences July 1, 2000

CONTRACT/SALARY PROVISIONS

The board will offer a multiyear contract. Salary will be competitive with other educational service districts.

OUR MISSION STATEMENT

The mission of Olympic Educational Service District 114 is:

1. To provide services to the local districts, to assist the Superintendent of Public Instruction and the State Board of Education in the performance of their duties and to promote equity in educational opportunity for students throughout the region.
2. To enhance lives as an individual service agency or in cooperation with other agencies and organizations to the degree allowed by fiscal resources.

OUR GOALS

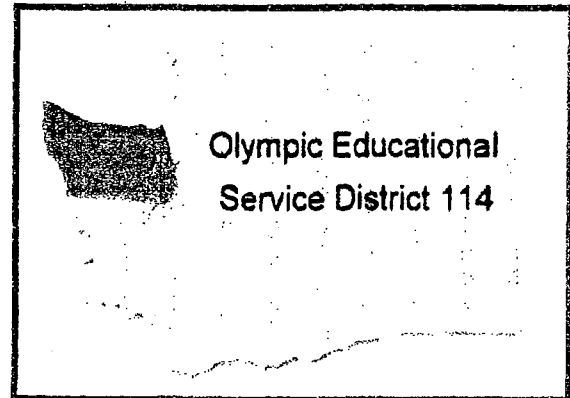
Olympic Educational Service District 114 will:

- ❖ maintain ongoing communication responsive to the needs of the local school districts.
- ❖ assist local school districts in relation to the administration of policies, rules and regulations, and perform other functions required by OSPI and the State Board of Education.
- ❖ promote, organize, implement and manage cooperative programs and special projects among the local school districts.
- ❖ assist local school districts in the promotion of effective educational and operational practices via technical assistance and staff development programs.
- ❖ actively represent individual districts and regional needs at the State level.
- ❖ maintain teamwork, cooperation and communication within the agency.
- ❖ make every effort to stay informed on current issues and trends in education and other appropriate social services.

BOARD OF DIRECTORS
*John A. Arne • Esther Flowers • Dean Kiess
 Carol Krivanek • Katie Proteau • Donn Ring
 Bill Serrette*

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UPERINTENDENT SEARCH



**OLYMPIC EDUCATIONAL
SERVICE DISTRICT 114
BREMERTON,
WASHINGTON**

S U P E R I N T E N D E N T S E A R C H

THE POSITION

The Board of Directors of Olympic Educational Service District 114 is seeking qualified applicants for the position of Superintendent.

The incumbent Superintendent, Frank Deebach, is retiring June 30 after thirteen years of distinguished leadership.

The Olympic ESD 114 superintendent serves as chief executive officer of the district. The superintendent provides the leadership necessary to develop and implement programs and services based on the expressed needs of local school districts and to assist the State Superintendent of Public Instruction and the State Board of Education in the performance of their duties. The Olympic ESD 114 service area covers the Olympic Peninsula encompassing Clallam, Jefferson and Kitsap Counties and part of Mason County. Olympic ESD 114 serves 15 public school districts with a student population of approximately 52,000 students.

QUALIFICATIONS

The successful candidate should:

- ❖ be an effective and innovative leader of education
- ❖ be an effective communicator skilled in human relations
- ❖ have experience as a superintendent or assistant superintendent in a local school district and/or educational service district, superintendent credential preferred
- ❖ hold a Master's Degree, a Doctorate is preferred
- ❖ possess a commendable record of effective financial management and a working knowledge of the budgeting process and legal requirements for schools
- ❖ have general knowledge of all main functions of ESDs including curriculum and instruction, special education, fiscal management, and cooperatives
- ❖ possess demonstrated knowledge and skills in:
 - ✓ Staff Development
 - ✓ Financial Management
 - ✓ Public Relations
 - ✓ Educational Technology
- ❖ be sensitive to the political environment related to education and demonstrate a willingness to become involved in the political process on behalf of the school districts served by the Olympic ESD 114 as well as the agency itself
- ❖ understand and adapt to the unique needs of districts of all sizes and to provide for

flexibility which will enable the Olympic ESD 114 to tailor its services to meet their varied and changing requirements

APPLICATION PROCEDURE

To receive consideration, the interested applicant shall provide:

- ❖ Completed Olympic ESD 114 application form
- ❖ Letter of application including a written statement of the candidate's education and management philosophy in relation to this position
- ❖ Personal resume
- ❖ College placement file and/or three current letters of recommendation
- ❖ College transcripts and copy of education credentials

Materials must be received at the address below no later than 5 PM March 31, 2000.

Nancy Pittman
Executive Secretary
Human Resources Manager
Olympic ESD 114
105 National Avenue North
Bremerton, WA 98312
(360) 478-6880