



The Longview Public Schools Board of Directors presents an invitation to apply for the position of

SUPERINTENDENT

Position Summary

Longview Public Schools seeks a highly qualified, collaborative leader to work closely with the school board, staff, parents, and community to ensure success for every student. District level experience with instructional improvements, district operations, and effective financial oversight are desired as well as familiarity with Superintendent expectations within Washington State's public school system. A demonstrated ability to develop and sustain positive relationships with all stakeholders and actively engage in community events, groups, and activities is also desired.

Minimum Qualities/Qualifications

- Master's Degree
- Current WA State Superintendent Certification (or willingness to obtain)
- Prior successful experience as a school administrator
- A demonstrated history of responsive and transparent customer service as a leader
- Effective problem-solving and conflict resolution skills
- Aware of recent state legislation and funding system for public schools and corresponding local impacts
- Exceptional leadership and management skills
- Strong interpersonal skills, including transparent and respectful interactions with students, staff, families, and community members
- Demonstrated exemplary communication skills in listening, speaking, and writing
- Models high standards of professional and ethical behaviors at all times and operates consistently with integrity

Preferred Qualities/Qualifications

- Successful experience as a superintendent
- District level administrative experience in P-12 public education
- Doctoral Degree (PhD or EdD)
- Experience partnering with community members, consultants, higher education, and local organizations in support of public education
- Experience working closely with a Board of Directors
- Experience in maximizing available funding, securing competitive grants, and leading successful levy and bond initiatives

Residency Requirement

The superintendent will be required to reside within Longview Public Schools' boundaries. The school board will work with the selected candidate to develop a timeline to meet this requirement based upon any relocation needs or circumstances.

About Longview

Longview, which was named by Forbes magazine as one of the prettiest towns in America, is ideally situated between Seattle, Washington, and Portland, Oregon, along the Columbia River. Its unique location offers residents a rural lifestyle with year-round opportunities for recreation. The beautiful Cascade Mountains to the east and coastal beaches to the west offer hiking, fishing, boating and many other outdoor activities. The area is a scenic part of SW Washington situated at the meeting point of three rivers, and is known for its designation as a Tree City of the World. The City of Longview and Longview Public Schools celebrated their 100th anniversary in 2023.

Longview's small-town charm includes a combination of beautiful historic homes and buildings, residential areas, an active river front, and many multi-generational families who take great pride in their schools and community. International corporations and small businesses exist side by side. Forward-thinking founders ensured a well planned city and community leaders have paved the way for new manufacturing businesses to locate in the area resulting in a growing economy and stable tax base.

Longview is the largest city in Cowlitz County with a population of approximately 35,000. In addition to a robust calendar of community events and activities, residents and visitors enjoy walking the 4 miles of paths around Lake Sacajawea, exploring and shopping the historic downtown area, or taking in a performance at the Columbia Theatre.

About the District

The district serves over 6,000 students in preschool through grade 12. It has an early learning center that serves students with special needs ages 3-5 as well as a kindergarten preparation program that was recently expanded to three schools. With eight elementary schools, three middle schools, two comprehensive high schools, and an alternative high school which offers a number of programs designed to help students graduate, Longview Public Schools is well suited to meet the unique needs of every student it serves. The student population includes 65% white students, 22% Hispanic/Latino, and 7% who identify as two or more races. Among Longview's students, 7% are served in district ELL programs, 24% qualify for specialized learning support, and 65% qualify as low income. The district employs 950 staff represented by four unions/associations, and has benefited from superintendents with long standing tenures (4 superintendents in the past 32 years).

The District's Design for Excellence is the strategic plan all 15 Longview schools strive to achieve. Each year, students, families, and staff are surveyed to measure their perceptions of Longview schools. Their perceptions remain strong and supportive. State level student growth data shows positive gains since 2015 and high school graduation rates exceed state averages.

Longview also has a rich history of providing outstanding athletic, music, and activity programs, which are a source of great pride for students, staff, families, alumni, and the community. These programs and many school events throughout the year combine with community activities to help make Longview a very special place to live, work, and grow.



Strengths and Opportunities

Pending: The School Board has selected the search firm Hazard, Young, Attea & Associates (HYA) to gather input from students, staff, parents and community members regarding strengths and challenges facing the district as well as the most important leadership qualities and characteristics participants believe the School Board should consider in selecting the next superintendent. This input will be used to develop a **Leadership Profile Report** that will be shared with the public and prospective candidates in January. The report will also be considered by the Board in making screening and selection decisions.

Application Requirements (Please see application link below.)

1. Cover Letter
2. Resume or C.V.
3. Completed Application Form at HYA website
4. A minimum of three written references. At least one reference must be from the applicant's current or most recent employer.

All application materials are to be uploaded electronically into HYA's **ate** application platform. Please see application link below.

Application Process and Timeline

Application deadline: January 31, 2024

Application Link: <https://hyasearch.com/job/superintendent-longview-public-schools-wa/>

Announcement of appointment: TBD (Late February 2024)

Superintendent begins job: July 1, 2024

Confidential Inquiries Please Contact

Hazard, Young, Attea & Associates, Search Consultants:

Kristine McDuffy, 360-391-4934, kristinemcduffy@hyasearch.com

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Compensation

The Longview Public Schools Board of Directors will negotiate a compensation and benefit package that is regionally competitive based on education and experience.

