

Tomorrow's Leaders Today

# Northwest Leadership Associates

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presents an invitation to apply  
for the position of

## SUPERINTENDENT

Lake Stevens School District  
Lake Stevens, Washington  
(Snohomish County)

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The Lake Stevens School District is accepting applications for the position of Superintendent to replace Dr. Ken Collins, who has served as superintendent for the past three years and will be retiring at the end of the current school year. The district congratulates Dr. Collins on his retirement and expresses the greatest appreciation for his 34 years of service to the Lake Stevens community as a teacher, coach, principal and district level leader.

This is an excellent opportunity for a proven leader with the interest and expertise to build on the district's tradition of excellence and move a strong, growing school district to the next level. The district is in excellent condition thanks to a supportive community and dedicated staff.

**This position is open until filled. To receive full consideration, apply by April 5, 2024.**



**LAKE STEVENS**  
School District



## MISSION

Our students will be contributing members of society and lifelong learners, pursuing their passions and interests in an ever-changing world.

## VISION

To inspire a community-wide culture of belonging, growth and excellence, where everyone is supported and challenged, engaged and empowered,

## CHALLENGES & OPPORTUNITIES

The Board has identified the following leadership challenges and opportunities for the position:

- Develop and articulate a long-term **academic achievement** focused vision for the district and community.
- Engage the district and community as a **passionate advocate for equity, diversity and inclusion** and truly make a difference in the lives of ALL students and families.
- Maintain and enhance the **student-focused programs** and priorities established by the school board, staff and community.
- Be **highly visible** in the schools and community in support of strong, positive community engagement and relationships.
- Lead with positive, open style, emphasizing **clear communication**, genuine listening and consistent follow-through with all stakeholders.
- Be a steward of all of the district's and community's **human, financial and capital resources**.
- Continue the tradition of **forward-thinking leadership and innovation** with respect to the district's capital resources.
- Be a champion for **engaging the community** in response to growth and change.

## DESIRED SKILLS & QUALIFICATIONS

The Board seeks candidates with the following desired skills and qualifications:

- Exceptional **communication skills** with the ability to create and enhance relationships and inspire support from staff and all groups and members of the community.
- A strong **academic focus** with a thorough understanding of instructional design and teaching strategies to serve a growing, changing community.
- A passion for prioritizing **equity and inclusion** that drives educational success for all students.
- **Strong financial background** including experience with levy and bond elections.
- An **experienced educational leader**, preferably with demonstrated success as a classroom teacher, building level administrator and district level administrator.
- The ability to engage the community to strengthen a clearly articulated, **long-term vision** for the district and foster a strong **inclusive climate**.
- A desire to be an **active, visible leader** and advocate for public education in the Lake Stevens School District community and Washington state. It is preferred that the superintendent reside in the district.

## LAKE STEVENS SCHOOL DISTRICT

Nestled just west of the foothills of the Cascade Mountains and surrounding Snohomish County's largest lake, Lake Stevens School District serves more than 9,800 students in preschool through age 21. We have more than 1,200 staff members who support students in seven elementary schools, two middle schools, a mid-high school, a high school, an Early Learning Center and a home school partnership program. The district is very proud of its tradition of innovation and high levels of student success.

The district has benefited greatly from stable and focused leadership. The district has had only seven superintendents since 1955 - underscoring a consistent vision for educational excellence.

Our students consistently outperform their peers on Washington State assessments. Lake Stevens High School has one of the highest on-time graduation rates in Snohomish County. We are proud to have a diverse and inclusive student body that excels not only academically, but also in extracurricular activities - demonstrated by our numerous achievements in athletics, the arts and CTE competitions.

## THE COMMUNITY

The City of Lake Stevens is located in Washington state - 35 miles north of Seattle and six miles east of downtown Everett in Snohomish County. Lake Stevens offers a unique combination of city and country living. There are numerous options for recreation, family-fun, entertainment, dining, shopping and the arts.

Lake Stevens is known for its collaborative and thoughtful support of its schools and citizens. As a district, we appreciate our community partnerships. We are fortunate to have dedicated volunteers, business partners and PTA organizations; the Purple and Gold Club; support from civic organizations; the Lake Stevens Education Foundation, and continued community support at the polls for school bonds and levies.

Our growing community is sought out for the stellar reputation of our school district. The

district is the largest employer in the community! Lake Stevens is a great place to live, learn and work!

For more information about the district visit:  
<https://www.lkstevens.wednet.edu/>

## BOARD MEMBERS

Ms. Mari Taylor, President  
Mr. David Iseminger, Vice President  
Dr. Nina Kim Hanson, Co-Legislative Rep.  
Ms. Vildan Kirby, Co-Legislative Rep.  
Mr. Paul Lund, Director

## COMPENSATION

The School Board will negotiate a three-year contract with the anticipated base salary range of \$265,000 - \$295,000 plus benefits, reflective of experience.

## APPLICATION PROCESS

**For full consideration, application materials are due April 5, 2024.**  
The district retains the right to accept applications until the position is filled.

A completed application packet should include the following:

- A formal letter of application
- A completed application form (request from Wayne Robertson or Mark Venn)
- A current resume
- Four to six letters of recommendation
- A written statement explaining how you plan to address each of the challenges and opportunities noted in this vacancy announcement

Send an electronic copy of all application materials to:  
**Wayne Robertson, Consultant:** [wrobertson17@outlook.com](mailto:wrobertson17@outlook.com)  
**Mark Venn, Consultant:** [markjvenn@gmail.com](mailto:markjvenn@gmail.com)  
**Tom Rockefeller, COO:** [rockefeller34@gmail.com](mailto:rockefeller34@gmail.com) and  
[trockefeller@superintendentsearch.com](mailto:trockefeller@superintendentsearch.com)  
**Dennis Ray, CEO:** [dennisray@superintendentsearch.com](mailto:dennisray@superintendentsearch.com)

Application materials will become property of NWLA and will not be returned to the applicant.  
Please do not contact the school district directly regarding the selection process for this position.  
All inquiries, including those from applicants with disabilities who need help in completing application materials, should be made to the following NWLA Associates:

Wayne Robertson | Phone: (425) 238-5358 | Email: [wrobertson17@outlook.com](mailto:wrobertson17@outlook.com)  
Mark Venn | (360) 770-2182 | [markjvenn@gmail.com](mailto:markjvenn@gmail.com)

Northwest Leadership Associates | [dennisray@mac.com](mailto:dennisray@mac.com),  
[dennisray@superintendentsearch.com](mailto:dennisray@superintendentsearch.com), Liberty Lake, WA 99019

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