

# ODESSA SCHOOL DISTRICT

## *An invitation to apply — Superintendent*

The Odessa School District is seeking an exceptional superintendent with an understanding of the challenges and benefits that come along with managing a small, rural school district.



## OUR DISTRICT

*In partnership with parents and the community, it is our mission and philosophy to provide each student with a diverse education in a safe, supportive environment that promotes self-discipline, perseverance, and excellence in learning.*

The Odessa School District provides public education from Transitional Kindergarten (TK) through 12th grade for students who live within its 631-square-mile service area in Lincoln, Grant, and Adams counties. The district offers small class sizes, an exceptional teaching staff, and strong community support. Odessa takes pride in the full range of opportunities available to its approximately 204 students.

A wide variety of courses are available at the high school, including Career and Technical Education, as well as successful student organizations such as FBLA and FFA. Odessa also provides a TK/K program that serves 4- and 5-year-old students together, along with programs such as Title I, LAP, Highly Capable, and Special Education. All students have access to music and physical education, and art is offered to all high school students. The district has also recently developed a Precision Agriculture program that includes drone training.

This spring, the district implemented a Bell-to-Bell no-cell-phone pilot policy, with final implementation in the 2026-27 school year.

More than 80% of middle and high school students participate in extracurricular programs. Under the direction of the athletic director, the activities program offers a wide range of opportunities throughout the year, including football, volleyball, basketball, baseball, softball, golf, and track.

The district runs an annual replacement Educational Programs and Operations Levy and a replacement Capital Levy for School Improvements. For decades, the community has provided overwhelming continued support with a 70% pass rate. Quality education is highly valued in Odessa.

## THE ODESSA COMMUNITY

Odessa is a rural community of about 1,000 residents in southwest Lincoln County, where ranching and dryland wheat farming continue to shape the local economy and way of life. The town offers strong essential services for its size, including health care, senior services, grocery and pharmacy access, and other small businesses that support daily life. With no stoplights and a strong volunteer fire department, Odessa is known for its safety, neighborly spirit and close-knit feel.

Residents enjoy amenities such as a golf course, swimming pool, local market and churches, along with easy access to outdoor recreation. Nearby destinations include Odessa Craters and several local lakes, with more than 50,000 acres of public land nearby for hiking, biking, fishing, camping and hunting. Warm summers, mild winters and more than 300 days of sunshine add to the area's appeal.

Community pride runs deep in Odessa, with active local organizations, year-round events and strong support for schools. Traditions such as Deutschesfest and the Desert 100 motorcycle racing event bring people together, while the Booster Club and strong attendance at school events reflect the community's investment in students. Odessa offers a supportive setting for educational leadership.



## The School

Total enrollment of 204 students, with 60 in high school. Staff includes 20 certificated employees, a full-time principal, and a special education coordinator. Supported by 38 classified staff, a transportation operations director, a business manager, and a payroll specialist.

## School Board

Chris Crossley - Chairman  
Carmen Weishaar - Vice Chairman  
Zach Schafer  
Sheena Starkel  
Nick Sebesta

## Application Timeline

May 1 - Position opens  
Open until filled.

## Submit Application To:

- Email: [districtoffice@odessasd.org](mailto:districtoffice@odessasd.org)
- Hand delivered: 311 S. 1<sup>st</sup> St. Odessa, WA
- Mailed: P.O. Box 248 Odessa, WA 99159

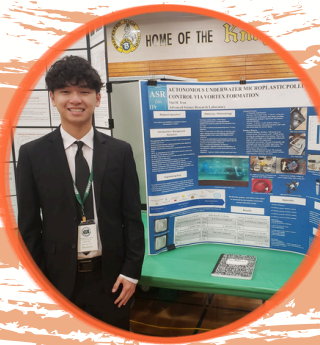
Screening and reference checks begin mid to late May.

July 1 - New Superintendent begins

# Qualities and Expectations

In addition to managing the overall operation of the district, the board of directors has specifically identified the following professional expectations for our superintendent.

1. Strong fiscal, budgeting, and grant management skills and knowledge of small school finance.
2. Proven leadership abilities and the ability to develop teamwork and improve staff morale.
3. Willingness to engage in amicable negotiation of certificated and classified staff contracts.
4. Dedicated support of the current educational programs and curriculum.
5. Support and assistance in achieving the goals identified in the district's School Improvement Plan.
6. The ability to effectively perform the multiple tasks of leading and administering a small school district.
7. Creative thinking in terms of future opportunities for maintaining and enhancing school programs.
8. Demonstrated ability to pursue, secure, and manage grant funding to support and enhance district programs and supplement the general fund.



## APPLICATION AND SELECTION

The school board will negotiate a three-year contract for a 1.0 FTE position with a salary range of \$135,000-\$140,000/year. Number of days per week and salary are negotiable. Benefits include medical (with vision), dental, life, and long-term disability, and participation in Washington State retirement.

### A completed application should include:

- Completed application form
  - Application available under the "Certificated Application Form" tab at <https://odessa.wednet.edu/employment>
- Current resume
- Three current letters of recommendation, at least one from a Board member with whom the candidate has worked
- Written statement describing how the candidate will meet the outlined qualities and expectations

### All inquiries should be addressed to:

Zach Schafer, 509.279.9870, [schaferz@odessasd.org](mailto:schaferz@odessasd.org)  
Nick Sebesta, 509.939.2470, [sebestan@odessasd.org](mailto:sebestan@odessasd.org)

