



December 13, 2017

The Vacancy: Deputy Superintendent of Instruction

The Richland School District is seeking a transformative leader to act as a chief academic officer and provide guidance, leadership, and oversight to the District's comprehensive instructional program. This position will report directly to the Superintendent of Schools and supervise Department Heads and Assistant Superintendents tasked with implementing actions that support the District's goals and mission. The District widely regarded as an educational leader in the region and state, and is looking for a charismatic leader who can strengthen systems already in place while growing and expanding innovative programs for students and staff.

The District

Richland School District encompasses the cities of Richland and West Richland. The District includes ten elementary schools, four middle schools, two senior high schools, an alternative school with grades nine through twelve, and a home school partnership program. The District also is a partner in a regional STEM high school based in Pasco.

Richland schools receive strong support from the community. The most recent operating levy in February, 2016 was approved by our community with a 73% "yes" vote. A February, 2017 \$98 million dollar construction bond passed with 61.5% approval and will fund the construction of two new and two replacement elementary schools. Approximately 13,000 students attend schools in the Richland School District.

Transformative Educational Leadership

- Lead the district to achieve student success that includes a broad and deep array of learning outcomes tailored to individual needs, interests, and talents. Promote and support non-traditional, innovative approaches that enhance student learning.
- Lead a process to incorporate the results of a curriculum audit conducted in 2017-2018 and establish measurable goals by engaging all stakeholders, including staff, parents/community, administration, and Board of Directors.
- Build a collaborative commitment to addressing problems, needs, and opportunities.
- Integrate and balance mandated and discretionary reform efforts with organizational and staff capacity, and with available time and resources.
- Lead development and implementation of district goals for student learning.
- Implement a system of professional development to support improvement plans.
- Use an array of disaggregated student learning data to promote goal achievement and high standards for all.
- Monitor effectiveness of district instructional programs to identify and address challenges and opportunities.
- Provide expertise and oversee strategies to reduce the income-based achievement gap.

- Encourage innovative practices tied to District goal(s), including the development process, communication planning, implementation, assessment, and refinement of new programming.

Proactive and Engaged Communication and Relationships

- Communicate and listen effectively and proactively with many constituents on matters of controversy, problems and complaints, as well as successes, achievements, and celebrations.
- Use an inclusive, participatory, and collaborative decision making approach.
- Empower staff, parents, and students to set and achieve personal and team goals.
- Demonstrate active civic-mindedness and commitment to the communities of Richland and West Richland.

Knowledge, Skills, Abilities, and Attributes

- Ability to articulate a vision, direction, and leadership for student achievement, curriculum, and instruction.
- Successful experience implementing and directing academic, vocational, extra-curricular, and wrap-around programs.
- Ability to establish positive, cooperative relationships with a deeply engaged community and work effectively with diverse constituents.
- Background in best practices and research-based methods in curriculum, instruction, and assessment.
- Outstanding verbal and written communication skills.
- Strong analytical skills, with an ability to engage in systems thinking and planning.
- Strong administrative and managerial skills including goal setting, planning, supervision, budgeting, and organization.
- Consistent history of self-directed independent work, exercise of sound professional judgment, unquestioned integrity, and high ethical standards.
- Demonstrated ability to integrate technology, including the use of 1:1 technology to transform instructional practices, with academics to enhance student learning.
- Understanding of how District departments fit together to form a comprehensive instructional program (i.e., Special Education, Title Programs, ELL, LAP, CTE, etc.)

Management and Administration

- Interact and collaborate with the Board of Directors, Superintendent, and Executive Cabinet to set priorities and assign responsibilities.
- Supervise District-level administrators, including the Elementary and Secondary Assistant Superintendents and Executive Directors assigned to the Instructional Program.
- Comply with board policy, state statutes and codes, and federal regulations.
- Plan, develop, and monitor the instructional program budget and resource allocation.
- Attend board meetings, community events, administrative meetings, special events, and prepare reports as needed.
- Provide instructional oversight to the building of new schools and maximize the effectiveness of public monies to enhance student learning and student/staff safety.

Education, Certification, and Experience

- Master's Degree in Educational Administration or related field required, with doctoral degree preferred.
- Valid Washington State Administrative credential (or eligibility to obtain one) required.

- Valid Washington State Superintendent credential (or willingness to enroll in a program to earn a Washington State Superintendent credential) required.
- Successful experience as a building and/or district level administrator.

Other duties as assigned

Contract: 260 days beginning July 1, 2018

2017-2018 Salary Range: \$140,461 - \$160,070 DOE plus generous benefit package.

Note: This position is not part of a bargaining unit.

Application Procedures

- All applications must be submitted to Hank Harris, Human Capital Enterprises, to be considered. Candidates are not to upload information into the District's on-line hiring portal.
- A successful application will consist of a resume and detailed cover letter that outlines how the candidate's skills and experience match this job description.
- Mr. Harris can be reached at 1341 Q Street NW, Washington, DC 20009, via hank@humancapitalenterprises.com, or by calling (202) 735-6665.
- Additional information may be required should the candidate reach the interview phase of this hiring process.

If you have any further questions please contact the Richland School District Human Resources Department at job.info@rsd.edu or 509-967-6023. The Richland School District complies with all federal and state laws and regulations and does not discriminate on the basis of race, color, religion, sex, gender identity, sexual orientation, national origin, or ancestry, the presence of any sensory, mental or physical disability or use of a trained guide dog or service animal by a person with a disability, age, familial or marital status, honorably discharged veteran or military status. This applies to all educational programs, extra-curricular activities, and employment. Inquiries regarding the application of Title IX may be sent to Todd Baddley, Assistant Superintendent, and inquiries regarding Section 504 of the Rehabilitation Act (concerning students with disabilities who are not eligible for special education) should be directed to Mike Hansen, Assistant Superintendent. Inquiries regarding accommodations for disabled employees and the public should be directed to Tony Howard, Executive Director of Human Resources. These individuals may be contacted by mail at 615 Snow Avenue, Richland, WA 99352 or by phone at 509-967-6000.