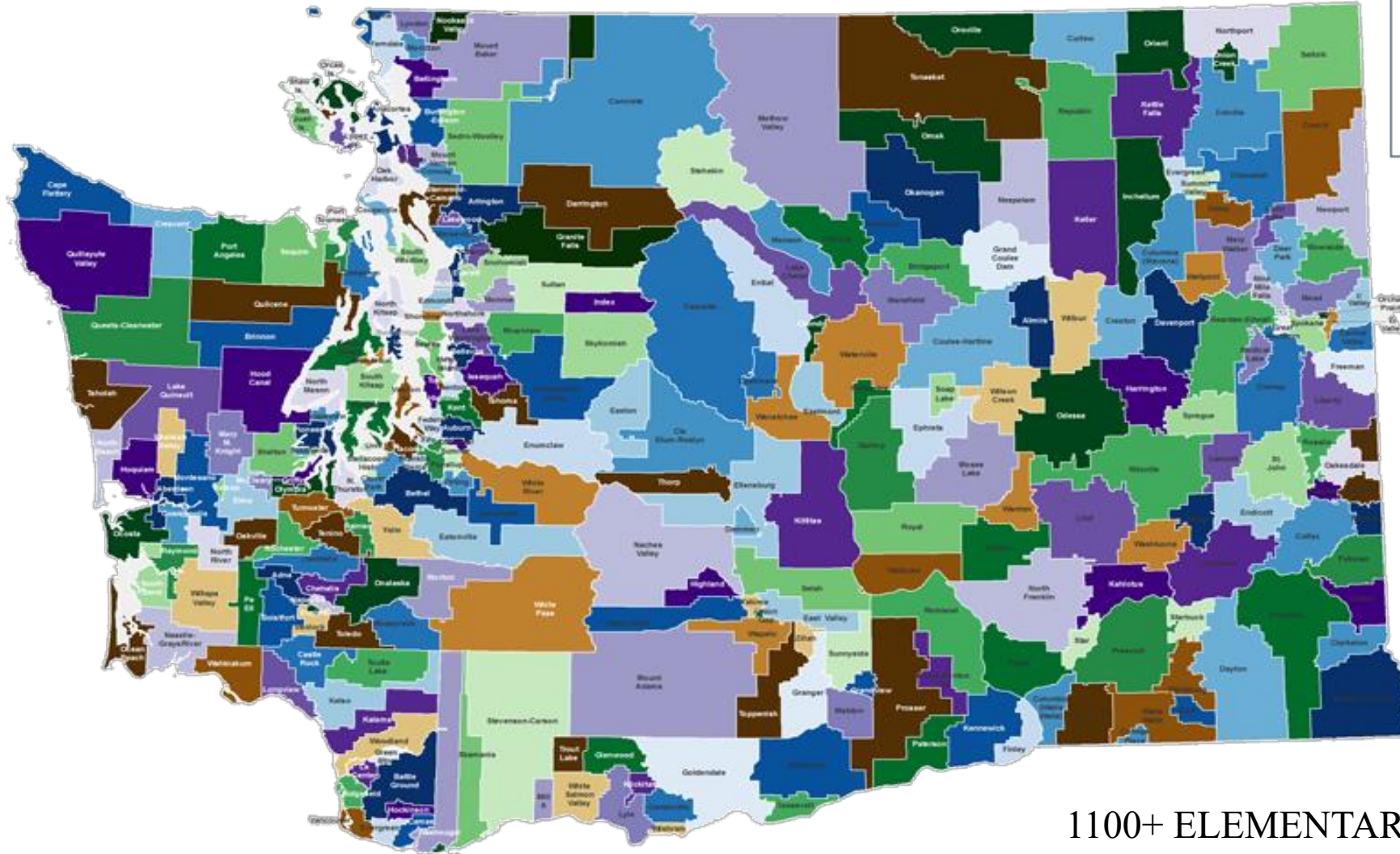


A teacher with blonde hair is sitting at a table with three children, helping them with a craft project. The children are wearing school uniforms. The table is covered with various craft supplies like glue, paint, and paper. The background shows a classroom with a clock, a bulletin board, and a large alphabet chart on the wall.

**GETTING THAT NEXT SUPERINTENDENT
(ADMINISTRATIVE) JOB YOU REALLY WANT!**

295 PUBLIC SCHOOL DISTRICTS IN WASHINGTON



PUBLIC SCHOOLS



\$17,248

21-22 per pupil funding



295

school districts



16 (+2 approved)

charter schools
4,520 students



1,061,841

students



74,141

certified instructors
teachers, librarians, nurses



44,039

classified staff
IT workers, custodial staff
paraeducators



5,240

administrators
building & district administrators

1100+ ELEMENTARY PRINCIPALS

700+ SECONDARY PRINCIPALS

PROFESSIONAL GOALS

PROFESSIONAL TRAINING

ASPIRATIONS

LIMITATIONS

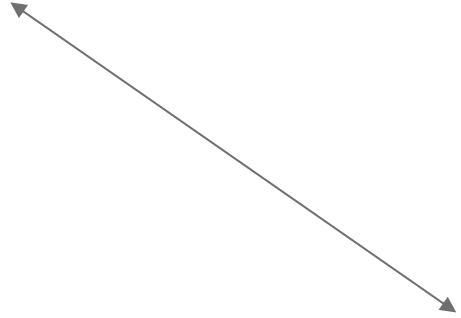
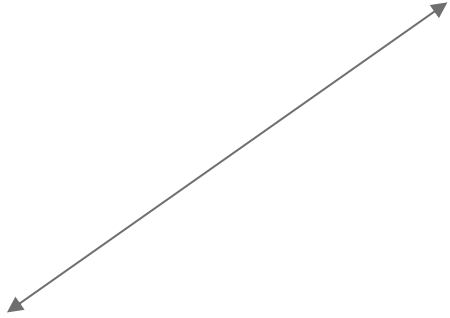
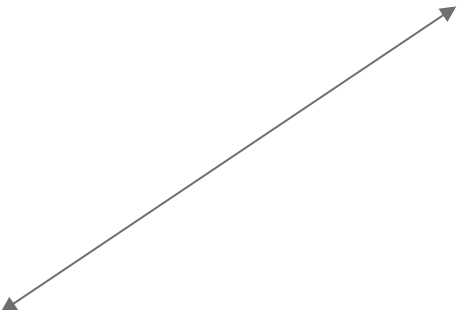
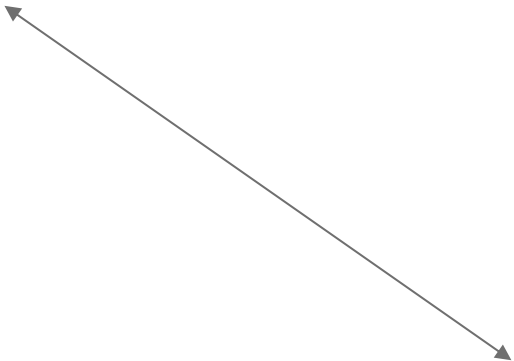
QUALIFICATIONS



END GAME

PROFESSIONAL EXPERIENCE

PERSONAL GOALS





Questions about yourself and serious self-reflection...

Clarifying questions to define where you want to get and how to get there...

- “What is it I really want out of my career?”
- “What will I do to get what I want?”
- “What am I not willing to do to advance my career?”
- “Family impact?”
- “Pay and Monetary considerations?”
- “What do I want in my personal life?”



Questions about administrative and superintendent positions...

Clarifying questions to understand and evaluate administrative positions and what “the” position really is...



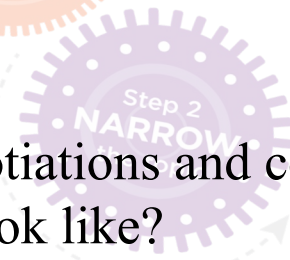
- “What is the description of the position?”
- “What are the challenges and opportunities of the position?”
- “Who do I report to...and where am I in the structure of the organization?”
- “Is it a progression in my professional career?”
- “What does the position require of me?”



Thoughts, ideas, and considerations before applying...

- Compare your knowledge, expertise and skills to the professional and personal qualifications of the position.
- **DO YOUR HOMEWORK!**
 - Search out the position, board, staff and community on-line for perspective.
 - Is the Board stable?
 - Is the district financially stable?
 - History and present status of negotiations and contracts.
 - What is compensation likely to look like?
 - Is the community supportive of Levies and Bonds?
- Clean up your digital footprint and review on-line self.
- Identify quality references that can be contacted on your behalf.
- Secure strong letters of recommendation that speak to your personal and professional qualifications.
- Be prepared to be persistent and determined!

THE RESEARCH PROCESS



Administrative Search Processes

Consultant, ESD, District are hired

Preannouncement postings on websites and organizations (immediate to up to a year)

Job Description and Qualification development

Position opening and Application Distribution

Candidate Search and Recruitment

-Four to eight weeks

Preliminary Interview Process

-application review, selection process, scheduling, interview structure

Finalist Interview Process

-references, background checks, online searching, unsolicited input

-extended interviews – site visitations

Final Candidate Selection

-contract negotiations

-background review

-verifications

July 1st start of contract

Two to three months

Professional Training Program to Secure Your Credentials

- Washington State University
- University of Washington
- Central Washington University
- City University of Seattle
- WASA Aspiring Superintendent's Academy
- Eastern Washington University
- Western Washington University
- University of Idaho

Teaching

Knowledge

Coaching

Skills

TRAINING

Career Resources

- Washington Association of School Administrators
- Association of Washington State Principals
- Washington State School Directors Association
- Washington State Office of Superintendent of Public Instruction
- <https://fiscal.wa.gov/Staffing/Salaries>

