Your Special Invitation to Apply

Olympic Educational Service District 114
Superintendent

105 National Avenue N. Bremerton, WA 98312
(360) 479-0993 oesd114.org

December 2021 (OESD/ts)
ABOUT OESD
Olympic Educational Service District (OESD) is one of nine regional educational agencies serving school districts, tribal compact schools, and state-approved public and private schools in Washington State. ESDs function primarily as regional support agencies and deliver educational services that can be more efficiently or economically performed at the regional level.

ESDs assist the Superintendent of Public Instruction and the State Board of Education in the performance of their duties and provide technical and professional consultation in their liaison capacity between the Office of the Superintendent of Public Instruction and local school officials.

CORE SERVICES
OESD serves school districts, two tribal compact schools, and one public charter school, all located in Clallam, Jefferson, Kitsap and North Mason counties, as well as districts contiguous to OESD 114 on the Olympic and Kitsap Peninsulas. More than 50% of school districts served by OESD 114 have fewer than 2,500 students and rely heavily on OESD expertise and assistance.

Some of the Core services and programs provided by the OESD include:

- Early Learning Programs
- Clock Hours and Certification
- Science Kit Center
- Western Regional Information Services Center (WRISC)
- Workers’ Compensation
- Network Services
- Unemployment Cooperative
- Financial Services
- School Safety & Security and Student Well-Being
- Regional School Safety Center Services
- Oversight of school district budgets
- Enrollment, personnel and fiscal data collection
- Reporting Bond and Levy certification
- School boundary reviews
- Management of Cooperatives
- Staff development and learning resources
- Curriculum support
- Education of youth in detention
- Teacher Principal Evaluation Program (TPEP)
- Special Education Services
- School Nurse Corps Services

December 2021 (OESD/ts)
DEMOGRAPHICS

- Component school districts served:
  - Inside OESD 114 (Clallam, Jefferson, Kitsap and Mason Counties): 19
  - Additional school districts served beyond/contiguous to OESD 114: 14+
  - Total number of school districts served: 33+
- K-12 students in the region: Approximately 50,000
- OESD Employees: Approximately 215

FUNDING

OESD is supported by funding derived from a combination of the state’s core allocation, county & federal grants, and fees/grants received for services provided to local districts.

In 2020-2021, the OESD core allocation of $828,325 was leveraged to provide $22.2 million of efficient and effective service to local schools.

- Summary of funding sources:
  - State Core Funding $828,325
  - Federal Funding $7.86 Million
  - Other Sources $4.29 Million
  - Entrepreneurship $10.065 Million

APPLICATION AND SELECTION TIMELINE

- Brochure Available/Official posting
- Applications due /Closing date
- Review Committee meets
- Finalist Interviews

Approx. Week of Dec 13
4 pm Pacific Time Friday, Jan 21
(on/before) Jan 31-Feb 11
(on/before) Feb 21– 25

Negotiations and Announcement to follow
ABOUT THE POSITION
The Board of Directors of Olympic Educational Service District 114 is seeking a diverse candidate pool of traditional and non-traditional applicants for the position of Superintendent to replace Greg Lynch, who will be retiring June 30, 2022, following nine highly successful years leading the organization. The Board of Directors, in conjunction with our staff and stakeholders, has identified the following competencies and opportunities pertaining to the position:

COMPETENCIES
Following Board, staff and stakeholder feedback, OESD 114 seeks candidates who demonstrate and exhibit the following competencies:

- Demonstrate **excellent communication**, listening, writing and facilitation skills that build consensus among a diverse staff, tribal schools, state-approved private schools, early learning programs, public charter schools and public school districts.
- Build upon the current **positive Board/Superintendent relationship**.
- Demonstrate **visionary leadership** capable of clearly identifying and articulating a compelling vision of OESD services.
- Exhibit the attributes of a **lifelong learner** who is growing professionally, is curious, creative, innovative and passionate about education.
- Proven abilities to enhance and support an **inclusive culture** of professional service, synergy, and high morale where all staff can reach their fullest potential.
- Demonstrate an ability to attract, grow, retain, and **recognize talented staff** who possess a strong passion for educational service.
- Possess key relationship-building skills for **leading and supporting** a diverse, multi-faceted internal staff and external stakeholders.
- **Lead with a calm, reassuring confidence**, both internally and externally, on a constantly changing landscape with unexpected challenges.
- **Exhibit a caring, capable, empathetic, trustworthy and transparent leadership style**, while listening carefully to the needs of districts and OESD staff.
- Able to guide staff (when needed) in a **candid yet kind** manner.
- Demonstrate an ability to **successfully advocate** with legislators, policy makers, and agency leaders (locally, statewide, nationally and across the AESD/OSPI Network).
- Demonstrate skills as an **innovator and entrepreneur** for developing effective services and delivery systems. Design and develop successful, creative and cooperative value-added and cost-effective services.
- Possess the ability to **build and sustain** key partnerships with local, state and national agencies and organizations.
- Encourage and **support the pursuit** of ongoing and future grant writing activities.
Embrace, support and help fulfill the vision, mission and goals of OESD 114. Support the unique needs of our local, rural, suburban and urban districts and their staff across a geographically and culturally diverse region. Lead the agency, districts and community partners through current challenges as well as help navigate and adapt to an ever-changing landscape. Articulate emerging needs and preemptively develop programs, partnerships and services in support of local district needs. Support and effectively lead, recognize and mentor staff and local district personnel. Manage an agency whose operating budget and revenues are highly dependent upon the delivery of value-added services which meet the needs of tribal schools, state-approved private schools and public school districts.

Manage program budgets in support of staff and local districts. Provide leadership for community partners and/or foundations that will benefit both local districts as well as the agency’s mission and goals. Lead the OESD agency as an effective member of the Statewide AESD/OSPI Network. Manage and navigate legislative and budgetary priorities which impact OESD services and staffing. Demonstrate effective advocacy skills and networking abilities at the state and national level. Maintain and continue the recruitment, support, and recognition of a diverse OESD team in support of services and programs benefitting the schools we serve. Manage staffing and delivery of services in an uncertain time which may require a hybrid or remote workforce.

OESD 114

Serving the Kitsap & Olympic Peninsulas

COMPENSATION & BENEFITS

The Board will negotiate a multi-year contract with a salary based on experience and qualifications that is competitive with districts and agencies of similar size. An appropriate benefit package will be provided.
APPLICATION PROCESS

A COMPLETED APPLICATION INCLUDES:

- A formal letter of application
- A completed agency application form available at this link: https://www.oesd114.org/employment
- A current résumé
- At least five letters of recommendation
- A statement explaining how your qualifications and experience prepares you to meet the competencies and opportunities outlined in this announcement

SUBMISSION REQUIREMENTS

The Board of Directors of OESD 114 have partnered with Dr. Rich McBride and Dr. Brian Talbott to assist in the superintendent selection process. Please submit the above materials electronically (PDF or Word format preferred) by Friday, January 21, 2022, 4:00 PM Pacific Time.

DIRECT APPLICATIONS AND INQUIRIES TO:
Dr. Rich McBride, Executive Search Consultant
602 N. Country Club Dr. Deer Park, WA 99006
509.669.5286, richmcbrideassociates@gmail.com

THE BOARD OF DIRECTORS

Olympic ESD is governed by a seven-member board elected by local school directors.

Cliff Huenergard (Board Chair), Donn Ring, Katie Proteau, Carl Johnson, Stephanie Parker Ann Byrnes, John Haupt

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Nondiscrimination and Affirmative Action: The OESD 114 shall provide equal opportunity and treatment of all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, families with children, sex, honorably discharged veteran or military status, marital status, sexual orientation, including gender expression or identity, or non job-related physical, sensory, or mental disabilities, or use of a trained guide dog or service animal, except insofar as such factors are valid occupational qualifications. It shall be the policy of the OESD 114 to undertake a good faith effort to correct any disparity in the utilization of members of protected classes where it may exist in the work force.

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