

PASCHAL SHERMAN INDIAN SCHOOL

An Invitation to Apply for PreK-9 Principal
169 North End Omak Lake Rd
Omak, WA 98841
www.psischiefs.com



OUR VISION

The Vision of Paschal Sherman Indian School is to prepare our children to be the speakers of our languages, guardians of our culture, and leaders of our future.

OUR MISSION

Paschal Sherman Indian School's mission is to respect and value the legacy of our ancestors. We shall put our children first.

OUR VALUES

Respect through compassion. Generosity, reciprocity, empathy, honesty, equity, and wisdom will be embedded within instruction.

HISTORY

St. Mary's Mission was established in late 1880's with a dormitory for tribal students in the area run by the Catholic Church. This was the primary resource for tribal students in the Okanogan area and the Confederated Tribes of the Colville Reservation. In 1974, The Colville Tribe established the school as a tribally controlled school and renamed it Paschal Sherman Indian School after the first Colville Tribal member who earned a doctorate. A new building for Paschal Sherman Indian School was built in 2008.

Are you a visionary educational leader with a passion for fostering a culturally rich, authentic and academically stimulating environment?

Join our community at Paschal Sherman Indian School (PSIS). PSIS is seeking an outstanding Principal with an understanding of leading a small, rural school and the benefits of partnering with native families.

Nestled in the heart off our ancestral lands of the Confederated Tribes of the Colville Reservation, PSIS is dedicated to nurturing the minds, spirits, and futures of our students for generations by providing a holistic and culturally responsive education. PSIS provides a learning environment that promotes lifelong skills; celebrates, embraces, and honors culture; and emphasizes learners' well-being.

ABOUT PASCHAL SHERMAN INDIAN SCHOOL

Located in Omak, WA, PSIS serves students from diverse tribal backgrounds. PSIS also provides a residential option for students in grades 1 through 9. In the 2022-23 school year, PSIS was identified as a **School of Distinction** during the Cognia accreditation review. We are deeply committed to tribal sovereignty, empowering families, and offering educational experiences that reclaim the traditional culture and language of our community.



QUALITIES, RESPONSIBILITIES AND EXPECTATIONS

The Principal of PSIS will play a pivotal role in building community and shaping the educational experience of our students. These characteristics emphasize the importance of cultural responsiveness, community engagement, and adaptability in the leadership role of a principal in a tribal school.

LEADERSHIP

- Develop specific and measurable educational goals that promote academic excellence, cultural preservation, and holistic development of the whole child.
- Provide effective administrative leadership, overseeing day-to-day operations and ensuring a safe and supportive learning environment.
- Champion tribal sovereignty by implementing policies and practices that empower the community to shape its educational future and honor the importance of its past.

COMMUNITY ENGAGEMENT

- Cultivate strong relationships with students, families, elders and our tribal communities.
- Collaborate with community leaders to integrate cultural perspectives into the curriculum.
- Actively participate in tribal events and ceremonies.
- Build collaborative relationships with tribal leaders, elders, and community members to create a cohesive educational environment.

COMMUNICATION

- Communicate effectively with staff, students, families, and tribal leaders.
- Convey transparent and open communication about school policies, goals, and student progress.

CULTURAL RESPONSIVENESS AND UNDERSTANDING

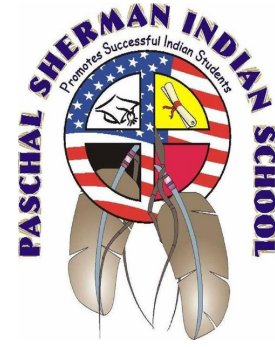
- Advocate for culturally sensitive and inclusive educational practices that reflect the diversity of the tribal community.
- Promote the integration of tribal languages, history, and traditions into the curriculum.
- Demonstrate empathy and understanding of the experiences faced by students and families in the tribal community.
- Implement support systems that address the social, emotional and academic needs of students.
- Navigate barriers with resilience and perseverance, recognizing the historical context and potential hurdles faced by the tribal community.

PROFESSIONAL GROWTH

- Support the growth of staff through mentoring, coaching, and ongoing professional learning opportunities.
- Stay abreast of educational trends, research, and best practices to inform decision-making and enhance the school's programs.

QUALIFICATIONS

- Master's degree in Education or a related field required.
- Principal certification.
- Excellent communication and interpersonal skills. Strong organizational and problem-solving abilities.
- Demonstrated experience in educational leadership, preferably in a culturally diverse setting.
- Knowledge and understanding of Tribal Compact Schools and Native American culture and tribal communities preferred.



A COMPLETED APPLICATION WILL INCLUDE

- Formal letter of application
- 1-2 page written statement describing the values that mean most to you as a Principal and how you will meet the qualities and expectations outlined in this position.
- Completed application form
- Current resume
- 3 letters of recommendation

APPLICATION AND SELECTION

Applications and inquiries should be addressed to:

Waylon Michel, Superintendent

Paschal Sherman Indian School

Email: wmichel@psischiefs.org

Phone: 509-422-7590

Linda McKay, Deputy Superintendent

North Central ESD

Email: lindam@ncesd.org

Phone: 509-665-2651

February 2, 2024	Application Deadline
February 5-9, 2024	Initial screening and reference checks completed
February 12-23, 2024	Initial interviews with PSIS Board
February 26 - March 1, 2024	Final Interviews with Staff, Students, and Community
March 8, 2024	Final Offer
July 1, 2024	New Principal Begins

Apply online at: http://bit.ly/PSIS_Principal

The school board will negotiate a contract for a 1.0 FTE position with a salary range of \$89,000 - \$122,000 a year.

All hiring decisions follow tribal preference under TERO.

PSIS Demographics and Program Characteristics

Paschal Sherman Indian School (PSIS) educates 168 students ranging from preschool to 9th grade. The staff includes 17 certificated, 14 classified, 1 counselor, 2 Mental Health Providers, and 2 administrators. The student body includes 98% Native American (either tribally enrolled or descendant), 3% Hispanic or Latino of any race, 10.5% two or more races, and 1.4% Caucasian. Additionally, 76% of students are classified as low income and 27% receive special education services. Qualified students receive additional supports through, Title I, LAP, Highly Capable, and Title VI programs.

Beginning in the 2022-23 school year, PSIS now operates under the terms of the state-tribal education compact enacted between the Confederated Tribes of the Colville Reservation and the Superintendent of Public Education.

The Area

Surrounded by the Cascade Mountains to the west and the Okanogan National Forest to the east, Omak is a haven for outdoor enthusiasts with its diverse recreational offerings and captivating geography. The majestic Okanogan River flows through the region and the other lakes provide a scenic backdrop for fishing and water sports. In winter, nearby mountain ranges offer superb skiing, snowboarding and snowmobiling. Omak's landscape varies from lush valleys to rugged mountains and boasts numerous parks, trails, and wilderness areas. Omak is a haven for those seeking a rural lifestyle rich in culture and enjoying the great outdoors.