



Walla Walla Public Schools

Superintendent Position Announcement

*The Walla Walla Public Schools Board of Directors presents an invitation
to apply for the position of Superintendent.*

WALLA WALLA PUBLIC SCHOOLS

Superintendent Position

Walla Walla Public Schools seeks a highly qualified, collaborative leader to work closely with the school board, staff, parents, and community to ensure success for every student. District level experience with instructional improvements, district operations, and effective financial oversight are desired as well as familiarity with Superintendent expectations within Washington State's public school system. A leader who deeply values the diversity of lived experiences and commits to actions and attitudes that ensure a universal sense of belonging and the collective flourishing of the community is also desired. A demonstrated ability to develop and sustain positive relationships with all stakeholders and actively engage in community events, groups, and activities is also desired.

Minimum Qualities/Qualifications

- » Master's Degree
- » Current WA State Superintendent Certification (or willingness to obtain)
- » Prior successful experience as a school administrator
- » A demonstrated history of responsive and transparent customer service as a leader
- » Effective problem-solving and conflict resolution skills
- » Training and experience leading for equity and closing belonging and achievement gaps for historically underrepresented students
- » Aware of recent state legislation and funding system for public schools and corresponding local impacts
- » Exceptional leadership and management skills
- » Strong interpersonal skills, including transparent and respectful interactions with students, staff, families, and community members
- » Demonstrated exemplary communication skills in listening, speaking, and writing
- » Models high standards of professional and ethical behaviors at all times and operates consistently with integrity

Preferred Qualities/Qualifications

- » Successful experience as a superintendent
- » District level administrative experience in P-12 public education
- » Doctoral Degree (PhD or EdD)
- » Experience partnering with community members, consultants, higher education, and local organizations in support of public education
- » Experience working closely with a Board of Directors
- » Experience in maximizing available funding, securing competitive grants, and leading successful levy and bond initiatives
- » Bilingual: Spanish/English

Process/Timeline

- » Application deadline: March 15, 2025
- » Application Link: hyasearch.com/job/superintendent-walla-walla-wa
- » Announcement of appointment: Late March
- » Superintendent begins: July 1, 2025

Compensation

2024-25 Base Salary Range:
\$224,000 - \$247,548
(2025-26 base salary and benefits will be negotiated based on experience and qualifications.)

Confidential Inquiries

For confidential inquiries contact an associate at our search firm Hazard, Young, Attea & Associates:

- » Dr. Kristine McDuffy, 360-391-4934, kristinemcduffy@hyasearch.com
- » Mr. John Bash, 360-269-8224, johnbash@hyasearch.com
- » Dr. Anthony Smith, 206-491-9511, anthonymsmith@hyasearch.com

WALLA WALLA PUBLIC SCHOOLS

At-A-Glance

Our Mission

In partnership with families and community, Walla Walla Public Schools ensures a culture of equity and belonging, where every student achieves ambitious levels of learning through relevant and rigorous educational experiences.

Our Beliefs

WE BELIEVE:

- » that diversity is our strength
- » in challenging and supporting all students
- » that quality instruction is critical to student success
- » in elevating student voice and agency
- » in investing in staff to ensure excellence
- » in maximizing the impact of our resources
- » in collaborative and transparent operation
- » in the importance of family and community

Students & Staffing

Walla Walla Public Schools educates a diverse population of nearly 5,400 students. The district is comprised of: two high schools, two middle schools, five elementary schools, the Walla Walla Center for Children & Families, SEATech Skills Center, Homelink, Opportunity Program and Walla Walla Online.

Our district employs nearly 750 staff members. Approximately three quarters of teachers hold a master's degree or higher, one in ten are national board certified, and twenty percent are racially diverse. In addition to our dedicated teachers, support staff and school leaders, each year more than 1,000 volunteers team to provide learning opportunities for students.

Local Bond & Levy Support

In 2018, Walla Walla voters overwhelmingly approved a bond measure with an impressive 73 percent YES vote, funding over \$125M in improvements. As a result, significant upgrades were made to Walla Walla High School, Pioneer Middle School and Lincoln High School. The bond also funded other district-wide health, safety, educational and infrastructure improvements.

In 2024, Walla Walla Public Schools received a 65 percent YES vote on its replacement Educational Programs and Operations Levy. The EP&O Levy, commonly referred to as the "Learning Levy," requires voter reauthorization every four years. Its renewal maintains the programs and offerings our community has approved at the ballot box for over half a century. From honors classes to band programs to the arts, the "Learning Levy" funds programs, experiences and student opportunities not funded by the state. The district will be seeking renewal of this levy in February 2028.

In February 2024, voters also approved an Outdoor Athletic and Activities Capital Levy that funded critical improvements for outdoor athletic and activity facilities at Walla Walla High School, Pioneer Middle School and Garrison Middle School.

The Walla Walla Community

At the foot of the rugged Blue Mountains in one of the nation's most fertile valleys, Walla Walla sustains a variety of agricultural crops, most notably sweet onions, wheat and wine grapes. Walla Walla has a booming wine industry, boasting world-class wines, more than 100 local wineries and a wine-making school. The Walla Walla Valley is home to more than 60,000 residents countywide, three colleges, a Level III trauma hospital, and headquarters for the regional Army Corps of Engineers. Walla Walla serves as the medical, cultural, educational and commercial center of Southeast Washington. One visit and you'll see why Walla Walla is considered to be one of the most beautiful and friendliest towns in Washington State.

Distance to Walla Walla from:

- Seattle, WA **273** miles
- Boise, ID **254** miles
- Portland, OR **248** miles
- Spokane, WA **181** miles
- Yakima, WA **130** miles
- Lewiston, ID **98** miles
- Tri-Cities, WA **50** miles
- Pendleton, OR .. **41** miles



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