

Tomorrow's Leaders Today
Northwest Leadership Associates

presents an invitation to apply
for the position of

SUPERINTENDENT

Bremerton School District
Bremerton, WA

The Board of Directors of Bremerton School District seeks highly qualified applicants for the position of superintendent.

The district is seeking to replace Donna Colosky, who is serving as interim superintendent. Prior to this year, Dr. Aaron Leavell served as Bremerton's Superintendent for nine years. Dr. Leavell left the district in July 2022 to accept the position of Superintendent of Olympic Education Service District 114. The Board, district and community extend their heartfelt thanks to Dr. Leavell for his service and student focused leadership.

This position is open until filled. To receive full consideration, apply by January 27, 2023.



Bremerton
School District



VISION

As lifelong learners, our students will develop the confidence, skills and perseverance to choose their future and become thriving, contributing members and leaders of society.

MISSION

The Bremerton School District, together with families and community members, provides equitable education opportunities and supports for all students to provide them the foundation to live productive and rewarding lives.

WE BELIEVE

- Highly effective teaching that responds to diverse learners is crucial to student success.
- Our students and community deserve facilities that are safe, efficient and multifunctional.
- Our students will be prepared for life, career, and lifelong learning.

- Comprehensive leadership includes a focus on equitable access, family and community partnerships, and attention to the whole student in all areas of development.

CHALLENGES AND OPPORTUNITIES

- Lead the district and community as a **passionate advocate for equity, diversity and inclusion** and truly make a difference in the lives of ALL students.
- Lead with courage and determination to thoughtfully **diversify and strengthen the district's educational team**.
- Provide inspiring leadership in support of a **clear educational vision** for the district that is shared and supported by all stakeholders.
- **Support a unified/collaborative instructional team** that strives to develop and enhance comprehensive systems to support success for the district's schools, staff, students and families.
- Continue the district's tradition of **sound student-focused fiscal management**.
- **Set a vision for the district's capital improvements** with thoughtful, systematic stakeholder engagement.
- **Lead a modified calendar and school start time** exploration/transition task force.

PROFESSIONAL QUALIFICATIONS

- **Exemplary leadership experience** in a diverse community similar to Bremerton.
- **A passion for prioritizing equity and inclusion** that drives educational success for all students.
- **A highly visible leader in the schools and community** in support of strong engagement and relationships in Bremerton, Kitsap County and at the State and National levels.
- **Excellent communication skills**, including the ability and willingness to listen intently to a wide variety of perspectives and ideas.
- **A leader of high ethical standards** who inspires excellence and dedication, builds trust within the district and community, and fosters confidence in staff, parents, students and community members.
- A leader who understands change processes and is able to implement **creative approaches and ideas**.
- **A sound fiscal leader** who prioritizes the use of all resources to maximize the impact and benefit to students and employees while adhering to state and federal requirements.

THE DISTRICT

Serving 4,500 students on eleven campuses, the Bremerton School District is the most racially diverse district in the region and includes:

- Six Elementary Schools (grades K-5) including Four Preschool Sites
- One [Middle School](#) (grades 6-8)
- One [Comprehensive High School](#) (grades 9-12)
- One [Choice High School](#) (grades 9-12)
- [Home Link](#) (K-8 Parent Partnership/Home School Program)
- Running Start Program with Olympic College
- West Sound Technical Skills Center - A regional cooperative career-technical education program serving high school students from school districts in Kitsap, Jefferson and Mason counties.
- Several Alternative Learning Programs including:
 - [Elementary Virtual Learning Academy](#)
 - [Draw Bridge, APEX and Online Options](#)
 - West Hills Restorative School

District facilities also include a 1,300 seat [Performing Arts Center](#) and the East Bremerton Community Gym.

RECIPE FOR SUCCESS

For the past several years the district has worked with national experts to develop the **WE ARE BREMERTON MODEL** recipe for success. This recipe consists of five key ingredients: **Environment, Relationships, Learning, Empowerment & Support**. These five guiding principles are infused into all aspects of the Bremerton School District. By bringing life to each ingredient students receive the highest possible experiences and support to promote their success inside and outside of school.

Click [here](#) for additional information on the WE ARE BREMERTON MODEL.

RECENT DISTRICT INITIATIVES

- **1:1 Initiative:** Every student in the Bremerton School District has been assigned a Chromebook for home and school use.
- **Jumpstart for Kindergarten:** As a part of the district's community-wide plan to increase kindergarten readiness, a new *tuition-free* preschool program, "Jumpstart to Kindergarten" is offered at both View Ridge Elementary Arts Academy and Crownhill Elementary.
- **AVID Schoolwide:** AVID is offered at both Mountain View Middle School and Bremerton High School, but AVID practices are utilized in all grade levels at all schools.
- **Raptor Visitor Management System:** As a part of efforts to improve school safety and security, the district has implemented a new visitor management system - *Raptor* - in all schools.
- **School-Based Health Clinics:** Peninsula Community Health Services operates a school-based health clinic on the Mountain View Middle School and Bremerton High School campuses where students and staff have access to medical, mental health and chemical dependency services.
- **"We Are Kindergarten Ready" Learning Series:** Included in this series are materials/videos designed to assist parents help their child become kindergarten ready.
- **Social and Emotional Learning:** SEL is a focus in the district for grades PreK-12. In collaboration with administrators, teachers, families and outside agencies the district is working to create an environment that responds to the needs of all students and teach age appropriate social skills.

For additional information on these and other district initiatives visit:

www.bremertonschools.org

THE COMMUNITY

The city of Bremerton has one of the most picturesque settings in all of the Northwest. It is located on a protected Puget Sound harbor and is the gateway to one of the greatest playgrounds in the United States, the Olympic Peninsula, where mountains, glaciers, forests, lakes, mountain streams and the sea make it an ideal recreational area. Within its corporate limits is the best equipped Navy Yard in the United States. Bremerton is a thriving city with a population of approximately 38,000. The ships of the United States Navy, who regularly visit Bremerton for repairs and overhauls, can be seen coming and going throughout the year.

Bremerton residents take advantage of Seattle amenities via a relaxing, scenic ferry ride across Puget Sound. A half hour's drive south of Bremerton sits Tacoma. The Kitsap Peninsula offers a wide variety of activities and experiences to enjoy from farm life to retail districts.

For more information about the Bremerton/Kitsap County community, visit

www.bremertonwa.gov

BOARD MEMBERS

Alyson Rotter, President

John Paul Hurley, Vice-President

Jonee Dubos, Past President

COMPENSATION

The Bremerton School Board will negotiate a multi-year contract with the salary commensurate

APPLICATION PROCEDURES

For full consideration, application materials are due January 27, 2023.
The district retains the right to accept applications until the position is filled.

A completed application packet should include the following:

- A formal letter of application
- A completed application form (request from Mark Venn or Wayne Robertson)
- A current resume
- Four to six letters of recommendation
- A written statement explaining how you plan to address each of the challenges and opportunities noted in the vacancy announcement.

Send an electronic copy of all application materials to the following:

- **Mark Venn, Consultant:** mvenn@superintendentsearch.com and markjvenn@gmail.com
- **Wayne Robertson, Consultant:** wrobertson@superintendentsearch.com and wrobertson17@outlook.com
- **Tom Rockereller, COO:** trockefeller@superintendentsearch.com and rockefeller34@gmail.com
- **Dennis Ray, CEO:** dennisray@superintendentsearch.com

Application materials will become property of NWLA and will not be returned to the applicant.

Please do not contact the school district directly regarding the selection process for this position.

All inquiries, including those from applicants with disabilities who need help in completing application materials, should be made to the following NWLA Associates:

Mark Venn | Phone: (360) 770-2182 | Email: mvenn@superintendentsearch.com - markjvenn@gmail.com

Wayne Robertson | Phone: (425) 238-5358 | Email: wrobertson@superintendentsearch.com - wrobertson17@outlook.com