



Sequim School District  
Superintendent Search 2021-22  
"Ideal Profile of the Next Superintendent"

*The criteria below emanate from feedback from Sequim community Focus Groups and Interviews and from the results of the Superintendent Search Survey. They have been vetted by and approved by the elected Board of Directors.*

**The Board of Directors of Sequim School District seeks an exceptional leader who has:**

- Demonstrated success building a collaborative culture of inclusiveness and trust throughout a District and community.
- Deep understanding in the complexity of effective instruction and learning practices K-12 and the systems to support improving student achievement.
- Served as a superintendent of schools or has demonstrated executive-level experience.

**and who is:**

- An individual who acts and leads at the highest level of integrity and propriety.
- Transparent. A leader who seeks input and makes transparency a key part of the decision making process and is seen to be impartial and fair.
- An includer, who commits to creating an organizational culture where all staff feel valued and are treated with equal respect.
- An advocate for all students, committing to addressing issues of equitable programming and inclusion for students.
- An effective partner to the elected School Board, operating as both a servant to the elected board and as a visionary for effective board leadership.
- A builder of systems to attract, support, and retain the highest quality personnel at all levels of the organization.
- A gifted communicator who can articulate with precision, timeliness, tact, and with frequency -- to a variety of audiences in a variety of modes.
- A problem solver who is committed to accepting the challenge of an issue and openly addressing it.
- Accountable, holding self and others to very high levels of accountability.
- An instiller of confidence and hope – employing both grace and humor.

*Updated October 2021*