



RIDGEFIELD
SCHOOL DISTRICT

unlimited possibilities

The Ridgefield School District
invites you to apply for:

ELEMENTARY SCHOOL PRINCIPAL



Union Ridge Elementary School
330 North 5th Avenue
Ridgefield, Washington

The Ridgefield School District is seeking an Elementary School Principal who is a visionary leader, possessing the instructional leadership skills and human relations abilities to actualize the District's strategic plan, ensuring success and unlimited possibilities for every student. The Principal must also have the ability to implement school improvement in a standards-based model. In doing so, the Principal will build collaborative relationships with staff, students, and parents, bringing these groups together positively and productively with a critical focus on student learning. The Principal must be a highly effective communicator, having an ability to utilize multiple strategies to regularly and clearly communicate with all stakeholders. The Principal will continue to nurture a positive and respectful school climate, and develop professional capacities in staff, purposely directed to increase levels of student learning.

QUALIFICATIONS:

- Successful elementary/middle school level administrative experience preferred
- Experience as an elementary teacher preferred
- Ability to bring groups of people together to build consensus, provide stability, and continuity
- Proficient in the instructional use of technology
- Experience in gathering and analyzing data upon which to base decisions
- Strong organizational and follow-through skills
- Experience in leading academic/extra-curricular programs

UNION RIDGE STAFF MEMBERS HAVE THIS TO SAY....

- ❖ **What are the characteristics/aptitudes that you desire in the next Union Ridge Principal?**
 - Ability to build relationships/community and clearly communicate vision and directives.
 - Forward thinking and understands research based practices.
 - Seeks to understand others' perspectives. Not afraid to make tough decisions at times.
 - A mindset that sees the capacity in children, parents and staff and strives to grow that capacity. This would also encompass facilitating teachers as instructional designers to meet the need of all students.
 - Proactive problem solver who has a clear vision of goals for Union Ridge and is able to not only communicate those goals but energizes the faculty around those goals.
 - Top notch communicator who provides clear objectives and expectations.
 - An individual that previously in their own career, demonstrated exemplary educational practices and leads by example.
 - Understands and extensively has knowledge of the student body in order to provide the highest level of inclusion.
 - Has a genuine passion to inspire young minds and lead educators to strive to their fullest potential every day; someone with this trait..... game changer!
 - Positive, empathetic, compassionate, collaborative, and supportive of the work that staff do, but is also progressive, innovative, and forward-thinking, and prioritizes implementing current, research-based, and equitable best practices that support the learning of all children, even if those practices are at first unpopular, uncomfortable, or scary.
 - Familiar with working with our grade levels, especially understands how different kindergarten is from other grade levels.
 - Understands the different disciplinary needs of the young students versus the older students.
 - Has the best interest of students at heart, and really tries to balance developmentally appropriate practices with requirements passed down from the State.
 - Trusts teacher judgement, especially with such big grade level teams with experts in their field, who may have been teaching longer than the administrator.
 - Understands how working in a smaller town changes the job. Someone who will stand up for students, teachers, and building needs.
 - An ability to foster and maintain respectful, meaningful relationships with parents, students, and staff, even when facing difficult situations or differing opinions.
 - An ability to show compassion for parents, students and staff, especially when facing difficult situations or when others have differing opinion.
 - Supportive to teachers and staff.
 - Puts students' needs first.
 - Will have a listening ear.
 - Is a problem solver.
 - Cultivates a caring and cohesive community.
 - Makes hard decisions that are in the best interest for his/her staff and students.
 - Loves to learn and has a love for working with children. Elementary is a very special population to work with, we need someone who can handle the balance of love and discipline. We are the beginning for these children, it's important that we are teaching them to be good responsible students.
 - Will listen but also be able to say, "I hear what you are saying and here are the reasons we will go this way or that way."
 - Looks forward to adding new things and trying new things.
 - Puts students first
 - Kind and caring
 - Help us grow as a staff
 - Elementary school experience
 - Elementary teaching experience
 - Child/student centered
 - Community and relationships driven
 - Ability and willingness to give teachers the authority to do what is best for students
 - Open communication with staff and parents
 - Fun/sense of humor
 - Primary grade experience
 - Willingness to listen
 - Be student focused not data focused
 - View the library as an integral part of the community
 - Be a good listener
 - Supportive of staff
 - Be a problem solver

Union Ridge Demographics:	
Enrollment (May 2019)	795
Gender	
Male	51.8%
Female	48.2%
Ethnicity	
Hispanic	10.2%
American Indi/AK Native	.3%
Asian	1.4%
Black/African American	.3%
Native Hawaiian/Pac Is.	0%
White	81.1%
Two or More Races	6.8%
Special Programs	
Free/Reduced Meals	20.4%
Special Education	10.1%
Trans. Bilingual	3.3%
OUR FACILITIES:	
Year Built	1952*
*Remodel /Upgrade 1992 & 2014	

❖ **What are Union Ridge's most significant strengths?**

- Wide variety of knowledge and experiences. Staff are open to learning and collaboration.
- We are a caring community. We work hard to ensure all students succeed.
- Our children: Every school's Superpower and strength is our students. The potential is unending.
- The educators desire to motivate children to their full potential as learners.
- The support staff at Union Ridge is unlike any support staff I've ever worked with. They are phenomenal.
- Staff are very passionate here. Everyone genuinely wants what is best for students and has strong opinions about how to support and educate our student population.
- We have very knowledgeable teachers, who care about their students deeply.
- We have a strong network of parent support for our students
- Our most significant strength is our ability to create a community and a sense of belonging for all of our students, parents, and staff.
- We are resilient and self-reliant
- We step up to challenges and overcome adversity
- We all work very hard and care very much for our kids
- We are a family. We don't always agree but we support and move forward in the end. We all support each other in more ways than just the school setting. We become friends outside of the classroom but maintain our professionalism when needed.
- Putting student needs first
- Trying new things
- Adapting to change
- Doing what we think is best for students
- Despite our large numbers, we are a cohesive family; we do what is best for children and learning
- Supportive of one another
- Strong sense of community
- Works well together

❖ **What challenges/concerns/areas for improvement do you consider to be most pressing for Union Ridge Elementary?**

- UR is a huge school- having unity and shared understanding of systems and vision has been hard. Everyone seems to be doing their own thing and sometimes it works and sometimes it doesn't.
- Union Ridge's size is detrimental. It often feels like two administrators and two counselors are not enough to meet all the needs.
- The lack of playground equipment on the Union B side creates interpersonal problems between students.
- Someone that is able to have the above qualities but also focuses on building rapport and respect with staff. A staff has to believe in their leader. They don't always have to like or agree with them, but staff members must have respect for them and their decisions.
- We are a large staff with a variety of opinions, philosophies and ideas. We are a staff that has grown quickly and so there is a need for staff to become very open-minded and adaptable to change very quickly, while maintaining unity and cohesiveness.
- Change is very hard (for anyone), and we need a leader who can strike a difficult balance between building meaningful and supportive relationships with all staff so that all staff feel supported and heard (old and new), while at the same time moving this building forward into practices that will meet the diverse needs of all children.
- It is a big school and big staff. It is hard to navigate that and make everyone feel like they belong and are important.
- Teachers are under a lot of pressure with all the new changes they are facing. They need an administrator who will support them, while helping them realize their strengths as they navigate these changes.
- Autonomy in the classroom
- Union Ridge has a very large staff and over 800 kids, so managing that is in itself difficult but possible!
- Some teachers don't like change but eventually they come around. We have a lot of strong personalities that don't always go about things the correct way because that is not how they do it. We need someone who has a strong backbone.
- Uniting two schools (due to the separate buildings) - it often feels as though we are two separate schools
- Our large numbers and the growth that is continuing in the community
- We need more autonomy
- Our school is too large for an elementary school
- We do not have enough room

The Ridgefield School District . . .

...is a vibrant, live, work, and play community ideally located along the I-5 corridor in northern Clark County, Washington. Ridgefield is the fastest growing city in the state where residents enjoy all the benefits associated with our small-town charm, while still being less than 30 minutes from both downtown Portland, OR and PDX. Ridgefield students come from diverse economic and educational backgrounds. Ridgefield schools have served multiple generations of families throughout the years establishing a strong tradition of "Spudder Pride." New families to the district warmly embrace that spirit. Ridgefield schools enjoy a strong reputation for academic and extra-curricular achievement. Our students and schools consistently score among the highest when compared to other school districts in Southwest Washington.

We are the next-door neighbor to the 5,200 acre Ridgefield National Wildlife Refuge and within ten miles of the Fort Vancouver National Historic Site. The Mount St. Helen's National Volcanic Monument is an hour's drive away, and both Mt. Hood and the Pacific Ocean are easily accessible for great day trips.

Student enrollment in Ridgefield School District is just under 3,200; however, that number is expected to increase rapidly. Students are served in two K-4 elementary schools, a new 5-6 intermediate/7-8 middle school complex, and one 9-12 high school. The District is eagerly embracing the challenges of educational reform in Washington State, and is addressing issues associated with growth.



UNLIMITED POSSIBILITIES *for* EVERY STUDENT

Ridgefield School District Purpose Statement...

Ridgefield School District aspires to be the state's premier district, leveraging strong community partnerships to provide each student personalized learning experiences, opportunities, and skills that ensure success and unlimited possibilities.

Responding to Growth...

Boy, are we growing....Since fall 2014, the Ridgefield School District, in partnership with the City of Ridgefield, has delivered \$170 million of capital improvements to more effectively serve our students and families. In February 2017, Ridgefield voters approved a \$98.5M bond to construct the new 5-6 Sunset Ridge Intermediate/7-8 View Ridge Middle School campus. Construction was completed for the start of the 2018-19 school year. South Ridge Elementary and Union Ridge Elementary then reopened as K-4 campuses. Included in the bond was funding to enhance security and improve safety upgrades at all campuses and a major expansion project at Ridgefield High School, with completion slated for the start of the 2019-20 school year. In 2019, Ridgefield School District purchased property for the future home of a third K-4 elementary school. The district is planning to send another capital improvement bond to the voters in 2020.

UNION RIDGE ELEMENTARY SCHOOL	Grades K-4
Classroom Teachers/Certificated Specialists	54 cert staff
Average Years of Teaching Experience	12.4 years
May 2019 Enrollment	795 students

SALARY AND TERMS

Salary and terms are per the negotiated agreement with the Ridgefield Principals' Association.

APPLICATION PROCEDURE

Applications:

Apply online at our website: <http://www.ridgefieldsd.org>
Ridgefield School District is an Equal Opportunity Employer

For questions, contact:

Ridgefield School District
Jodi Fontyn, Human Resources Coordinator
510 Pioneer Street
Ridgefield, WA 98642
Phone: 360-619-1306

Paperwork submitted must include the following to be considered for the position:

- Completed Ridgefield School District Administrative application form;
- Current resume (any personal photos submitted will be removed from application packet);
- Letter of Application stating qualifications for this specific position;
- Written Statement aligning your skills with:
 - 1) Describe a curriculum or program project you have led in your school as an administrator/leader and your role in the process.
 - 2) Explain how effective principal leadership impacts student achievement. (Each statement should be a maximum of two pages in length)
- Three current letters of reference from supervisors (within three years);
- Copy of Administrative Certificate or proof of eligibility. (Official transcripts will be required of successful candidate.)

SELECTION TIMELINE

Job Announcement.....	May 31, 2019
Deadline 4:00 PM.....	June 12, 2019
Semi-Finalist Interviews.....	June 17, 2019
Finalists Interview w/ Superintendent..	June 18 & June 24, 2019
Principal Announced.....	June 25, 2019
Contract Start Date.....	July 1, 2019

