



presents an invitation to apply
for the position of
**EXECUTIVE
DIRECTOR**

Washington Association
of School Administrators
Tumwater, WA



ABOUT THE POSITION

The Washington Association of School Administrators (WASA) Board of Directors seeks an outstanding "leader of leaders" to apply for the position of Executive Director.

Joel Aune will retire June 29, 2025, after seven years of exemplary service to the Association.

The Board invites applications through February 23, 2025.

EXECUTIVE COMMITTEE

Bob Maxwell - President
Pullman

Shaun Carey - President-Elect
Enumclaw

Mike Villarreal - Past President
Hoquiam

Dana Rosenbach - Secretary
North Mason

John Sander - Treasurer
Franklin Pierce

CONTRACT PROVISIONS

The WASA Board of Directors will

MISSION STATEMENT

The Washington Association of School Administrators (WASA) is an organization for professional administrators that is committed to leadership:

- Leadership in providing equity and excellence in student learning.
- Leadership in developing competent, ethical, and visionary leaders by:
 - *Providing member services.*
 - *Offering growth opportunities for leaders.*
 - *Promoting community and legislative support for education.*

WASA's beliefs are anchored in leadership, trust, and advocacy. WASA is first and foremost, about leadership for equity and excellence for all students. WASA members exemplify trust through competence, integrity, and vision. WASA's advocacy efforts focus on building widespread support and a singular voice to secure the resources and policy necessary to advance public education in the state of Washington.

THE ORGANIZATION

The Washington Association of School Administrators (WASA) is an organization for professional administrators throughout Washington State. WASA's membership includes more than 1,600 members and is open to all educational administrators in central office, building management, and educational agency positions. WASA offers four membership types: Active, Associate, Student/Intern, and Retired/Life.

WASA's governance structure includes a president, president-elect, past president, secretary, treasurer, and a board of directors. The board of directors is advised by seven standing committees. In addition, the state is divided into eleven regions represented by a president and leadership team as outlined in each region's bylaws.

WASA's annual budget of nearly \$4,700,000 reflects a strong focus

negotiate a multi-year contract with provisions for health care, sick leave, vacation, transportation, employer contribution to retirement, and other benefits for the Executive Director. Contact the search consultants listed below for details concerning contract provisions.

APPLICATION PROCEDURES

For full consideration, please submit the following materials by February 23, 2025.

- A formal letter of application.
- A completed application form available from Northwest Leadership Associates (contact information given below).
- A current resume.
- Five current letters of recommendation.
- A 3-4 page statement of expectations for public education in Washington as related to the listed Opportunities and Challenges.

Send all application materials electronically to both:

Dr. Dennis Ray

Northwest Leadership Associates

dennisray@superintendentsearch.com

(509) 979 5561

Dr. Tom Rockefeller

Northwest Leadership Associates

t.rockefeller@superintendentsearch.com

(509) 590-8453

Further information: Northwest Leadership Associates

at <https://superintendentsearch.com>

SEARCH CALENDAR

Application deadline:

February 23, 2025

Selection of candidates for interviews:

March 3-4, 2025

Preliminary Interviews:

March 12-15, 2025

Final Interviews:

March 20-22, 2025

Selection of new Executive Director:

March 26, 2025

on statewide leadership in education reform, professional growth, membership services, legislative services, contract management, and special programs for school districts.

The Executive Director directs the work of twelve employees -- four assistant executive directors and eight support staff. In addition, the Association utilizes the talents of several individuals on a contract basis.

For more information about the association visit:

<https://www.wasa-oly.org/>

KEY RESPONSIBILITIES

The following are the key responsibilities of the Executive Director:

- **Leadership** - Leads in the development of a common vision of education in Washington State, advances public school education, acts as a spokesperson for the Association, analyzes trends and recommends action, and leads development of WASA's vision and mission.
- **Member Relations and Services** - Develops appropriate professional learning activities; develops timely publications; and provides counsel and assistance to WASA members upon request.
- **Inter-agency Relations** - Maintains productive and meaningful relationships with WSSDA, WSPA, WEA, PSE, WIAA, AWSP, WASBO and other educational associations; and maintains liaisons with OSPI, SBE, PESB, and other state agencies.
- **Communications** - Keeps members informed of Association events and activities, provides leadership in disseminating proven processes for improving student learning, encourages and assists in establishing meaningful regional meetings, and visits each region periodically.
- **Government Relations** - Provides leadership in generating WASA's Legislative platform, analyzing proposed legislation, arranging and providing testimony and hearings, assuring liaisons with legislators, and developing impact statements; and collaborates with other agencies and organizations in legislative efforts in promoting political action.
- **Organizational Management** - Ex-officio member of the Board of Directors; recommends appropriate policies and procedures, actions and budgets; assures efficient business practices; employs, and supervises staff; and coordinates membership drives.
- **Contract Services** - Organizes and manages consultants providing services to WASA members and Washington State students, and develops contractual services or benefits to school districts and other organizations.

DESIRED QUALITIES AND QUALIFICATIONS

The Board is seeking a recognized educational leader with the following qualities and qualifications:

- **Relational and Collaborative Leadership** - Builds genuine, trusting relationships with members, staff, and educational partners. This empathetic leader represents the diverse needs of all stakeholders, advocates for public education, and

The Washington Association of School Administrators provides equal opportunity in education and employment and does not discriminate on the basis of race, religion, color, national origin, sex, age, marital status or handicap in accordance with Title VI and VII of the Civil Rights Act of 1964, Title I of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and Washington State Laws Against Discrimination.



unites members around shared goals by fostering teamwork and consensus. Maintains strong inter-agency relationships with key associations and state agencies to support WASA's mission.

- **Visionary Systems Thinker** - Leads with a strategic vision that addresses current and future educational opportunities and challenges. This leader translates broad ideas into actionable strategies that align with WASA's mission, guiding the Association's vision and legislative platform development to advance public education.
- **Effective and Transparent Communicator** - Excels in both oral and written communication, ensuring transparency, clarity, and impact. Engages members statewide, advocates for the organization, and keeps them informed of Association activities, regional meetings, and strategies for improving student learning.
- **Integrity and Ethical Leadership** - Commands a high standard of integrity, setting an ethical example through honest, fair decisions. This leader fosters trust within and outside the organization, ensuring all actions reflect WASA's values and mission.
- **Advocate for Equity and School Funding** - Possesses a deep understanding of school funding issues and advocates for equitable solutions to support all districts. Clearly communicates funding needs and champions resources for public education, promoting initiatives that benefit Washington's diverse student populations.
- **Organizational and Strategic Management** - Effectively oversees the Association's operations, including policy recommendations, budgeting, staff management, and efficient business practices. As a Board advisor, ensures that WASA's strategic goals align with its mission and values.
- **Cultural Competence and Inclusivity** - Embraces the diverse backgrounds and challenges of Washington's educational communities, fostering inclusive networks and equitable solutions. Ensures that WASA's initiatives reflect a commitment to supporting all students and educators equitably.
- **Experienced Educational Leader** - Brings substantial district-level leadership experience, ideally as a superintendent, and a deep understanding of the unique challenges across districts of all sizes. This experience enables credible, knowledgeable advocacy for members statewide.
- **Resilient and Adaptable Problem-Solver** - Exhibits resilience and adaptability, guiding the Association through evolving challenges. Demonstrates strategic problem-solving skills, offering solutions that help WASA and its members overcome obstacles and thrive in changing conditions.
- **Government Relations and Legislative Leadership** - Provides leadership in generating and promoting WASA's legislative platform, coordinating hearings and testimony, developing impact statements, and liaising with legislators. This role includes collaboration with educational organizations and other agencies to support policy advocacy that aligns with WASA's goals.

EXPECTATIONS

The Board has the following immediate expectations of the new Executive Director:

- Attend the WASA Board Meeting, April 14, 2025
- Attend the WASA Leaders Workshop, April 15, 2025
- Attend and assist with the WASA/AWSP Summer Conference, June 21-24, 2025
- Begin employment on July 1, 2025.

CHALLENGES AND OPPORTUNITIES

- **Budget Constraints** - Impact on membership support, conference attendance, and advocacy, especially given district and association funding limitations.
- **AI Integration** - Leveraging AI as both a revenue source and a tool for leadership support while balancing evolving technological demands.
- **Political Landscape** - Navigating the increasing politicization of school districts and maintaining WASA's nonpartisan relevance.
- **Professional Learning** - Expanding leadership development, supporting diverse member needs, and adapting to varied roles and subgroups.
- **Equity and Inclusion** - Promoting diverse representation and leadership opportunities across all WASA membership types and subgroups.
- **Membership Representation** - Ensuring inclusivity for all district sizes and member categories without alienating any group.
- **Advocacy Amidst Budget Challenges** - Providing effective advocacy and support to districts facing financial constraints.
- **Relevance and Tradition** - Maintaining WASA's relevance while respecting and honoring its longstanding tradition.
- **Technology and Innovation** - Adapting WASA's services with technological advancements and new partnership opportunities.
- **Organizational Growth** - Expanding membership, exploring partnerships, and ensuring WASA's statewide presence.

Northwest Leadership Associates | dennisray@mac.com dennisray@superintendentsearch.com | Liberty Lake, WA 99019 US

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