



An Invitation to Apply for the Position of

SUPERINTENDENT



www.bsd405.org



The Position

The Bellevue School District Board of Directors is seeking a highly qualified Superintendent of Schools. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2012.

McPherson & Jacobson L.L.C. Recruitment and Development, in collaboration with the Washington State School Directors' Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Directors in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The Board recognizes that selecting a Superintendent is one of the most important decisions it will make. The Board has identified the following desired characteristics:

- ◆ **Constant Collaborator:** *The Superintendent has excellent communication skills and has demonstrated abilities in developing trust and building bridges among all stakeholders. The Superintendent is able to create an organizational structure that reflects the District's mission and promotes collaboration by diverse groups.*
- ◆ **Inspiring Educational Leader:** *The Superintendent believes in and seeks a better future for all students and recognizes the extraordinary District's successes. The Superintendent attracts and retains quality and diverse staff and promotes their strengths and inspires their growth.*
- ◆ **Inclusively Engages Diverse Community:** *The Superintendent is visible and present in schools and the community and builds positive relationships and partnerships with the stakeholders. The Superintendent wants to live and work in Bellevue and views the diverse community as a valued strength.*
- ◆ **Tireless Champion for Student-Centered Results:** *The Superintendent focuses on high achievement for all students and supports under-performing students by removing educational barriers and striving to close the achievement gap. The Superintendent maximizes financial resources to provide alternative programs, including special needs, gifted, alternative schools, language immersion, STEM, career/technical education and home schooling.*
- ◆ **Forward-Looking Trailblazer:** *The Superintendent will demonstrate creative leadership in fiscally challenging times to make all Bellevue schools equal and to seek improvements in the educational programs. The Superintendent will be a visible and active leader in working at the state level to develop and improve educational policy.*
- ◆ **Character Role Model:** *The Superintendent will lead by example and demonstrate open, honest, and respectful relationships. The Superintendent will adhere to the District's mission and core values while demonstrating transparency, integrity, accountability, sincerity, patience, flexibility, humility and the ability to admit to mistakes and adjust to new information.*

The Community

The City of Bellevue is located in the center of Puget Sound ideally situated eight miles east of Seattle. The city offers breathtaking views of Lake Washington and Lake Sammamish and snow-capped mountains to the east and west. Bellevue is the fifth largest city in the state with a population of 120,600.

CNN Money ranked Bellevue the fourth best city to live in their 100 Best Places in America 2010 edition. Bellevue is a diverse community of civic-minded people living and working together to maintain the vitality of their community and the integrity of their environment.

Bellevue businesses and residents benefit from a progressive, forward-thinking community that features excellent amenities including an award-winning education system, a growing arts community and a varied and lively downtown. Bellevue is located in one of the most technology-savvy sectors on the planet, with major companies such as Microsoft, Google, Amazon, Expedia and more nearby.

Bellevue residents are highly satisfied with the city priorities, services and amenities. A recent survey shows 91% of the residents rate Bellevue as an excellent or good place to live. The city has abundant amenities, excellent parks, well regarded schools, convenient location and safe, high quality neighborhoods are qualities residents most frequently cited as reasons for rating life in Bellevue so highly. An extensive array of recreational activities from boating, hiking, biking, skiing and more are available within 30 minutes of downtown Bellevue.

Bellevue has a very highly educated adult population, with a large proportion of residents in management/professional jobs. More than 36% of the population has completed a Bachelor's degree and 20% have earned a Masters degree—both more than twice the national average.

Bellevue has an ethnically and racially diverse population. The 2006-008 American Survey estimated Bellevue's median household income at \$81,184 and average income at \$109,996.

The District

The Bellevue School District serves 18,000 students and has a staff of approximately 2,000. The District has 16 elementary schools, 5 middle schools, 4 high schools and 2 alternative middle/high schools for a total of 27 schools. The District serves the city of Bellevue, as well as smaller communities of Clyde Hill, Medina, Hunts Point, Yarrow Point and Beaux Arts, plus



portions of Renton, Issaquah, Redmond and unincorporated King County. The assessed valuation of the district is \$ 41,077,636,867 with an operating budget of \$ 193,339,471. The district covers 35 square miles.



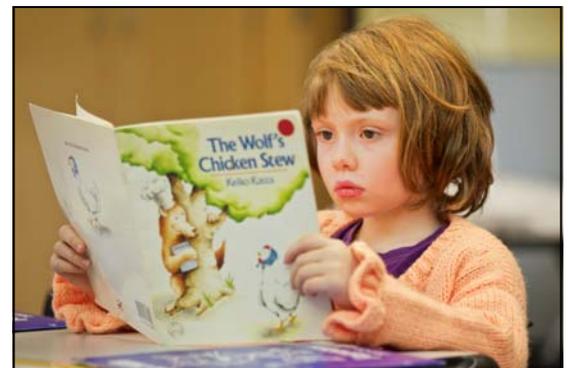
Bellevue School District is committed to providing programs for all students. The student population is diverse with minorities comprising 50.7% of the total district enrollment. More than 80 languages are spoken in the district with 30% of students speaking a first language other than English. About one in five students receive free or reduced-priced meals.

The academic programs include full day kindergarten, Spanish immersion, dual language, gifted, afterschool, summer school, Special Education, English Language Learners, Title 1/LAP, Career and



Technical Education, Advanced Placement and International Baccalaureate. The district has developed a common curriculum and common assessments at all grade levels. The arts and music are an integral part of the curriculum. A strong co-curricular and extra-curricular program exists where

skill building, teamwork, sportsmanship and positive peer relationships are emphasized.



The Board of Directors

The Board of Directors consists of five Board members each elected to serve four-year terms. The incumbency of the members ranges from newly elected to eleven years.

Name	Occupation	Years Served
Christine Chew	Doctoral Student	1.5 years
Chris Marks	Retired Laboratory Manager	8 years
Paul Mills	Mortgage Specialist	11 years
Steve McConnell	CEO/Chief Software Engineer	Newly Elected
Michael Murphy	Engineer & Finance	5 years

Mission Statement

Our mission is to provide all students with an exemplary college preparation education so they can succeed in college, career and life.

Additional information about Bellevue School District is available at the district's website:

www.bds.org

APPLICATION & SELECTION PROCEDURE



All nominations, letters of application, inquiries, credentials and copies of legal proof of administrative qualifications should be addressed to:

McPherson & Jacobson, L.L.C.
7905 L St., Suite 310,
Omaha, Nebraska 68127
Phone (402) 991-7031
Fax (402) 991-7168
Email: mail@macnjake.com
Website: www.macnjake.com

An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form (available from www.macnjake.com)
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Selection Time Line

1. Application deadline: April 30, 2012
2. Finalists selected by board of directors: May 15, 2012
3. Finalists interviews with board of directors and other activities: May 21-23, 2012
4. Site visits: May 29-June 1, 2012
5. Selection of the superintendent: June 5, 2012
6. Starting Date: July 1, 2012



Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Bellevue School District is an Equal Opportunity Employer.