



Our Mission

Northwest Leadership Associates' primary mission is to assist local school districts in recruiting, screening and selecting new superintendents and other school system leaders. We also provide consultant services to school districts in team building, school board development, strategic planning and management reviews.

Our Background and Experience

- ✓ *Founded in 1999 by Dennis Ray, who remains the owner and president*
- ✓ *Eleven experienced associates; all with previous superintendent experience*
- ✓ *Over 300 superintendent searches in the past nineteen years*
- ✓ *Assisted districts with enrollments ranging from under 50 to over 20,000*
- ✓ *Extensive experience in Washington, Oregon and Idaho*

Our Process

- ✓ *Conduct on-line survey, in both English and Spanish, of stakeholders to solicit input on the qualities and qualifications that should be sought in the next superintendent*
- ✓ *Conduct focus group sessions with staff and community to identify key challenges the district will need to address under the leadership of the next superintendent*
- ✓ *Work with the board to develop a leadership profile based upon the strengths and needs of the district*
- ✓ *Actively recruit candidates for each position based upon the leadership profile*
- ✓ *Conduct preliminary reference checks on each candidate with those references identified by the applicant and through our broad regional and national network of contacts*
- ✓ *Provide a comprehensive screening report to the board on all candidates who apply*
- ✓ *Facilitate an interview process that meets the board's needs for appropriate community and staff involvement while maintaining the board's decision-making responsibility*
- ✓ *Assist with contract negotiations with the new superintendent and follow-up communication with unsuccessful candidates.*

Our Strengths

- ✓ *Extensive network of consultants and contacts throughout the northwest and the nation.*
- ✓ *Proven process that provides appropriate involvement of all stakeholders.*
- ✓ *Proactive recruitment of candidates*
- ✓ *Unquestioned integrity in representing the board of directors at all times, but treating all candidates with fairness and respect.*

Our Guarantee

- ✓ *If the selected candidate leaves or is terminated during the first two years of his/her employment, we will conduct a second search for no additional fee*

The Northwest Leadership Associates Team

Dr. Dennis Ray, President of Northwest Leadership Associates

- ✓ Founder and original director of WSU's *Leaders for Tomorrow's Schools* program, the largest superintendent preparation program in the nation
- ✓ Former superintendent of the Walla Walla and Northshore (WA) school districts

Dr. Glenys Hill, NWLA Associate

- ✓ Currently director of Washington State University's superintendent preparation program
- ✓ Former superintendent of the Kelso and Deer Park school districts.

Dr. James Howard, NWLA Associate

- ✓ Former director of Washington State University's principal certification program
- ✓ Former superintendent of the Davenport School District

Dr. William Jordan, NWLA Associate

- ✓ Former superintendent of the Walla Walla, Prescott, and Kelso School Districts
- ✓ Former Washington State Deputy Superintendent of Public Instruction

Mr. Michael Lasher, NWLA Associate

- ✓ Superintendent of the Douglas Education Service District (Roseburg, OR)
- ✓ Executive Director of the Oregon Small School Association

Mr. George Murdock, NWLA Associate

- ✓ Currently a county commissioner in Umatilla County (Pendleton, OR)
- ✓ Former superintendent of the Douglas and the Umatilla-Morrow Educational Service Districts (OR) and the Pasco School District (WA)

Mr. Lloyd Olson, NWLA Associate

- ✓ Former superintendent of the Prescott and Chimacum school districts
- ✓ Former search consultant for the Washington State School Directors Association

Dr. Roger Rada, NWLA Associate

- ✓ Former superintendent of the Nestucca Valley and Oregon City (OR) school districts
- ✓ Former superintendent of the North Franklin School District (WA)

Dr. Wayne Robertson, NWLA Associate

- ✓ Former superintendent of the Edmonds, Lakewood and Conway school districts
- ✓ Faculty member in Western Washington University superintendent certification program

Mr. Mark Venn, NWLA Associate

- ✓ Former superintendent of the Sedro-Wolley School District (WA)
- ✓ Current Educational Service District 189 Board member