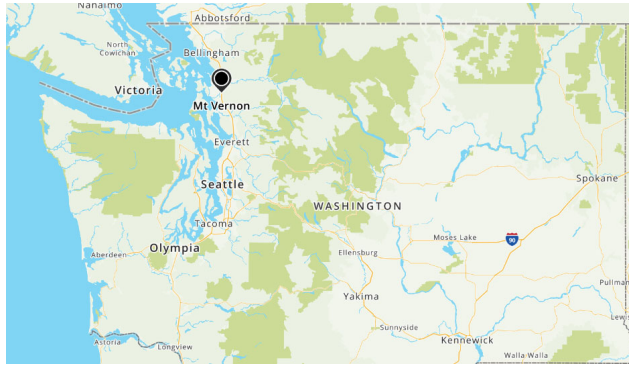


ABOUT MOUNT VERNON SCHOOLS



Located in beautiful Skagit County, just 60 miles north of Seattle, the Mount Vernon School District serves nearly 6,500 diverse students from PreK through 12th grade. Our student body is composed of approximately 60% Latina/o students, 30% multilingual learners, and about 65% of our students qualify for free or reduced lunch. This rich diversity enhances our educational environment and underscores our commitment to equity and inclusion.

Our district offers a variety of educational opportunities to meet the unique needs of every student. With 6 elementary schools, 2 middle schools, a comprehensive high school, and 5 choice school options, we are proud to provide pathways for all learners. From homeschool partnerships at Skagit Academy to online education and personalized learning at Aspire Academy, Mount Vernon offers a pathway for all students. Additionally, we serve as the fiscal agent for the Northwest Career and Technical Academy, a premier skills center serving students in Skagit and Whatcom Counties.

Our School Board is deeply committed to ensuring that 100% of students graduate equipped with the knowledge and skills needed for success in post-secondary education, careers, and life. This ambitious goal drives our district-wide efforts, fostering high expectations for both students and staff. We prioritize collaboration, care, and innovative professional learning opportunities to support this mission.



POSITION ANNOUNCEMENT FOR

Director of Equity & Family Engagement



Mount Vernon School District No. 320
124 East Lawrence Street
Mount Vernon, WA 98273
(360) 428-6110
FAX: (360) 428-6172
www.mountvernonschools.org

Our TTK-12 Director of Equity and Family Engagement plays a crucial role in fostering a diverse, equitable, and inclusive environment within our school district. The Director is responsible for enhancing staff knowledge and skills needed to promote equitable and inclusive practices. The Director will generate and enhance family partnerships and community involvement. The Director is also responsible for disaggregating data to ensure we are addressing the specific needs of all student groups.

RESPONSIBILITIES

- Provides coordination, consultation and assistance to the Superintendent and the Cabinet team on equity and diversity matters related to students, staff, and families, serving as the district's leader for equity goals.
- Creates and leads strategies to advance equity and inclusion goals throughout the district.
- Designs and implements policies and practices that promote equity and inclusion, ensuring alignment with district objectives and legal requirements.
- Assists educators in creating culturally supportive learning environments that ensure high expectations for the academic achievement of all students.
- Collaborates with district administrators to develop, lead, and implement a systemic process to identify and address racial inequities, bias incidents and other experiences that prevent students from engaging in school.
- Coordinates opportunities for students across the District for development of student leadership, personal advocacy, and equity.
- Leads and monitors implementation of the District Equity Policy and Racial Equity Action Plan.
- Designs and provides training initiatives on cultural competency, gender, disability, antiracist practices, and other topics designed to increase awareness and support of equity and inclusion values, and maintaining compliance with applicable laws and policies.
- Coordinates and facilitates district-wide equity professional development increasing the quality and effectiveness of instruction for all staff that will result in the increase of student achievement.
- Partners with the Executive Director of Human Resources on, and is actively involved in developing strategic plans for recruiting and retaining diverse staff representative of the District's student and family population.
- Collects, analyzes, and reports data to assess the progress of the new Mount Vernon SD strategic plan, with a focus on integrating equity and diversity across the District.
- Collects, analyzes, and reports on disaggregated data related to equity and inclusion, including student achievement, disciplinary actions, and staff diversity, to ensure a comprehensive understanding of progress across various groups.
- Oversees the Migrant Department by supervising migrant coordinators, leading meetings with PAC leaders, family liaisons, and other stakeholders, and coordinating services with community partners.
- Leads and supervises the Migrant Summer school program.
- Fosters relationships with community organizations, parents, and other stakeholders to support equity and inclusion initiatives.
- Supports Equity Leads and PLC work district-wide.
- Participates as a member of the Teaching, Learning and Leadership department and District Leadership Teams
- Leads the implementation of the student and family engagement initiatives identified in the strategic plan.
- Utilizes relevant data resources to track and analyze diversity, equity and outreach strategies within the district and community.
- Keeps abreast of current trends, research, and best practices in equity and inclusion to continuously improve district strategies and programs. Performs other duties as assigned.

QUALIFICATIONS

- Master's degree, including or with additional graduate work and or experiences in Bilingual Education, organizational leadership, Equity, Social Justice, and or Culturally Responsive Teaching or other related fields.
- Five years' experience in leadership at the building or district level, or with a state agency and or similar experience.
- A minimum three years of professional experience in equity, diversity, and inclusion issues and providing culturally responsive service and teaching.
- Demonstrated experience leading programs or initiatives resulting in increased performance outcomes for historically underserved student groups.
- Commitment to diversity and to promoting equal opportunities for learning within an ethnically and socio-economically diverse school district.
- Effective interpersonal, collaborative, and professional communication skills and demonstrated experience in group leadership.
- Washington State Administrator's Certificate.
- Highly organized, analytical, detail-oriented, self-starter.
- Strong team orientation and ability to provide/receive constructive feedback.
- Experience working with a variety of agencies and community resources involved with students and families.
- Demonstrated ability to supervise and evaluate staff.
- Successful experience developing and administering departmental budgets.
- Experience working with diverse populations and multilingual communities.
- Team management experience.
- Bilingual in Spanish Preferred.

CONTRACTUAL AGREEMENT

The Director of Equity & Family Engagement is a 260-day contract position which begins April 1, 2025 or on a mutually agreed-upon date. Compensation is based on the 2024-2025 administrator's salary schedule and benefits for a director of \$170,066.00-192,096.00 annually.

At Mount Vernon School District, we are dedicated to providing a high-quality education for every student. Our vibrant, diverse community is at the heart of our work, and we are passionate about ensuring every student has the opportunity to thrive. We invite you to join our team and help us continue the important work of preparing our students for bright futures as we strive to achieve our 100% graduation goal.

"MVSD commits to eliminate all forms of discrimination and inequity in order to provide safe and productive learning opportunities for every student."

—Mount Vernon School District Board Policy #1801

APPLICATION PROCESS

Application is completed online. Follow the appropriate links from **www.mountvernonschools.org** to apply for this position.

**Application Deadline:
Friday, February 28, 2025**

The following materials constitute a completed application file:

1. Completed District Administrative Application
2. Letter of application addressing your strengths and experience that match the qualifications and primary responsibilities listed on this posting
3. Resumé of professional education, experiences and references
4. Administrator Essay (see application for writing prompt)
5. Letters of recommendation
6. University transcripts (unofficial transcripts acceptable)
7. Evidence of Washington State Administrator's Certificate or ability to obtain one
8. Receipt of three Confidential Administrator References

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Questions about the application process may be directed to Alexia Bautista, HR Specialist at (360) 428-6182



TIMELINE

Monday, February 10, 2025

Vacancy opens

Friday, February 28, 2025

Position closes

Week of March 10, 2025

Interviews held

Wednesday, March 19, 2025

Finalist selected and announced

The Mount Vernon School District does not discriminate in employment, programs, or activities on the basis of age, race, color, national origin, creed, religion, sex, sexual orientation, gender expression, gender identity, honorably discharged veteran or military status, or the presence of any sensory, mental or physical disability or use of a trained guide dog or service animal by a person with a disability and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding compliance and/or grievance procedures may be directed to the District's Title IX/Civil Rights Compliance Coordinator/HIB Coordinator, Jon Rönngren, Executive Director, 124 E. Lawrence Street, Mount Vernon, WA 98273 (360)428-6110; Section 504/ADA Coordinator, Clint Carlton, Executive Director/Student Support Services, 920 S. Second Street, Mount Vernon, WA 98273, (360) 428-6141.