



POSITION ANNOUNCEMENT

MIDDLE SCHOOL PRINCIPAL/ATHLETIC DIRECTOR



ABOUT THE POSITION

Coupeville School District seeks a **visionary, collaborative leader** to serve as the next Principal of our Middle School (grades 6-8) and Athletic Director for our entire 6-12 athletic program. This exceptional instructional leader will work closely with students, staff, families, and community partners to create a vibrant educational environment with a strong culture and effective procedures that prepare all students for success.

KEY RESPONSIBILITIES

- **Instructional Leadership:** Provide visionary leadership throughout the middle school
- **School Culture:** Create and maintain a positive, inclusive environment
- **Systems Development:** Establish clear, consistent systems for school operations
- **Athletic Direction:** Oversee comprehensive 6-12 athletic programs

QUALIFICATIONS

- Master's Degree in Educational Administration
- Washington State Principal Certification (or ability to obtain)
- Experience as a middle school administrator or teacher leader
- Experience with athletics programs and/or coaching
- WIAA knowledge and understanding



Coupeville School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.

OUR COMMUNITY

Located in the heart of Whidbey Island, Coupeville offers:

- Peaceful landscapes and outdoor recreation
- Historic waterfront and arts community
- Small-town charm with exceptional quality of life
- Supportive community that values education



COMPENSATION

- Salary Range: \$160,014 - \$189,195
- Excellent benefits package
- Contract Term: July 1, 2025 to June 30, 2026

APPLICATION TIMELINE

- Application Deadline: Open Until Filled
- First Round Interviews: 1st Screening May 1, 2025
- Position Begins: July 1, 2025

HOW TO APPLY

Apply online at <http://coupeville.k12.wa.us/staff-jobs/>

Candidates of Diversity Are Strongly Encouraged to Apply

Coupeville School District welcomes, values and promotes diversity, equity, and inclusion in its workforce.

For questions regarding the position or our district, please contact one of our search firm associates from HYA below. These associates will be assisting the district with applicant outreach, screening, reference checking, and other related vetting activities for this position.

Dr. Kris McDuffy, Senior HYA Associate

email: kristinemcduffy@hyasearch.com

phone: 360-391-4934

Mr. John Bash, Senior HYA Associate

email: johnbash@hyasearch.com

phone: 360-269-8224

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