

Nezperce School District #302

SUPERINTENDENT SEARCH

NEZPERCE, IDAHO



Learning Today for Tomorrow's Challenges

www.nezpercesd.us

WHO WE ARE

The Nezperce School Board prides itself in truly putting students first. Our primary focus is to provide the best education to each and every student regardless of their background or ability level. We believe that this can be accomplished while keeping the cost for local and state taxpayers at a reasonable level. We believe that active and involved students, parents, and teachers are the key to educational success.

THE POSITION

The Nezperce School District Board of Trustees is seeking a highly qualified and experienced candidate to fill the position of Superintendent of Schools. The selected candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board of Trustees will consider applicants for part-time Superintendent or full-time Superintendent with additional duties.



THE DISTRICT AT-A-GLANCE



Student Enrollment: 190 students

Schools (1): PK-12

Staff: 35

- Certified - 17
- Classified - 16
- Administrative - 2

Budget:

- Annual Budget - \$2.91 million

Levy & Bond Information:

- Annual Supplemental Levy: \$445,000 that has 100% pass rate over the last 30 years.
- Bond: The existing bond expires in 2024.

Key Characteristics:

- 1:1 technology for all students in grades K-12
- All students in grades 1-5 have access to their own iPad and Chromebook
- Average class size of 13 students



OUR ACCOMPLISHMENTS

Below is a list of just a few of the many accomplishments within our District:

- Niche.com rankings:
 - 2022 #1 Best School District in Idaho
 - 2023 #1 Best place to teach in Idaho, #2 Best School District in Idaho, #3 District with the Best Teachers in Idaho Source: <https://www.niche.com/k12/d/nezperce-joint-school-district-id/>
- 2019-2020: ESEA Title I Distinguished School winner
- Multiple designations at the State level as a “Top Performer” (ranked in top 10th percentile on key performance goals indicators. And “Goal Maker” (meeting annual interim progress target) over the last 5 years. Source: <https://idahoschools.org/schools/0272>
- 100% graduation rate for 3 consecutive years
- 4 distinct and successful CTE organizations (BPA, FFA, FCCLA, HOSA)
- Brand New Agriculture Animal Science Building on 8 acres of land that is contiguous to the school.
- Successful athletic programs
- Innovative and successful Modern Music program with high participation and performance!



OUR AREA

Nezperce School District is a small rural school nestled in the Camas Prairie of North Central Idaho. High quality students, teachers, administrators, and board members are the strength of our schools. Our primary concern is the students. We are supported by a loyal and giving community, and we consider ourselves very fortunate. We offer many extracurricular activities, and we encourage participation by all students.



THE QUALIFICATIONS

- Successful experience as an educational leader and administrator.
- Demonstrated leadership and extensive experience in educational affairs and business.
- Be of good character, with high morals, and unquestionable integrity, meeting the standards of the community and patrons being served.
- Work effectively with the Board, employees, residents of the District, and with educators throughout the state.
- Central office, school administration, and teaching experience; familiarity with school district administrative policies and procedures and effective board relations.
- Background in curriculum and research-based educational programs.
- Knowledge of pertinent federal and state laws.
- Strategic planning and budgeting experience.
- Supervision, human relations, and team building capacity.
- Communication and public relation skills.
- Experience running successful bond and/or levy elections.
- Flexibility to serve in a variety of roles in a small and rural school district
- Hold a valid Idaho Administrative credential with Superintendent Endorsement, or eligible for licensure as a Superintendent in Idaho.

THE COMPENSATION & BENEFITS



- **Compensation:**
 - \$90,000 - \$110,00 for full-time position, dependent upon experience.
 - Salary negotiable if applying for part-time position.
- **Benefits:** (offered to full-time and part-time position)
- **Insurance:** State of Idaho Office of Group insurance plan with low deductible and low premium for spouse and family
- **Competitive salary** in a low-cost-of-living area
- **Masters/Doctorate Degree costs** up to 12 credits per year every year paid by the district
- **Supportive Staff** with high levels of staff, parent, and community engagement. Low staff turnover.

APPLICATION PROCESS

Interested candidates should submit applications no later than April 18, 2023.

Names of applicants will be held in strict confidence whenever possible.

The Idaho School Boards Association uses an online application system. Please visit the Association's website at: <https://www.idsba.org/current-superintendent-searches/> for more information about this search.

For guidance on how to apply through the Revelus online application system please visit the Revelus website at: <https://idsba.myrevelus.com/>.

If you have questions, please contact Misty Swanson at the ISBA Office: misty@idsba.org or (208) 854-1476.

A completed application packet for superintendent should include:

- Application on Revelus site: <https://idsba.myrevelus.com> (Documents to be uploaded to Revelus)
- A letter stating qualifications, educational philosophy, experience, and reasons for interest in the position.
- A current resume.
- Academic transcript including degrees.
- Three to four current letters of recommendation.
- Verification that the candidate holds, or will be qualified to hold, an Idaho credential / license as a superintendent.
- Prior employment form available at www.idsba.org



Board of Trustees

- **Zone 1:** Polley McLeod
- **Zone 2:** Quinton Wemhoff
- **Zone 3:** Kaci Ralstin
- **Zone 4:** Ken Hart (*Chair*)
- **Zone 5:** Ashley Nelson

Candidates are asked to not directly contact trustees. Any effort to do so may eliminate them from consideration.

TIMELINE:

Application Period Opens:

- March 28, 2023

Application Deadline:

- April 18, 2023

Semi-Finalists Determined:

- May 2023

Reference Checks Conducted:

- May 2023

Selection of Finalists:

- May 2023

Interviews:

- May 2023

Selection of New Superintendent:

- May 2023

Start Date: July 1, 2023

The above timeline is a draft and is subject to possible change in the future