

PRESTON SCHOOL DISTRICT #201

SUPERINTENDENT

SEARCH

PRESTON, IDAHO



"Improvement begins with a desire to learn"

www.prestonidahoschools.org

THE POSITION

Our top priority is to provide an exceptional education with a focus on ensuring the highest quality education through innovation, collaboration, and equity for all students. Under the direction of the Board, the Superintendent of Schools serves as the Chief Executive Officer and primary instructional leader, providing inspiration and vision in the establishment and implementation of the district's mission, goals, and strategic plans, achieving the highest standards of excellence for all students. This includes providing executive leadership over the formulation and implementation of district educational programs and services, serving as the leader in public messaging for the district, and overseeing district administrators in the effective use of funds, resources, and facilities to meet the educational needs of students and the community.

THE DISTRICT AT-A-GLANCE



- **Student Enrollment: 2,350**
- **Staff: 322 (Administrators 9, Certified 141, Classified 172)**
- **Budget: \$20 million**
- **Schools: 6**
 - Preston High School 9-12
 - Franklin County High School 9-12 (Alternative)
 - Preston Junior High School 6-8
 - Oakwood Elementary 3-5
 - Pioneer Elementary K-2
 - PreSchool (special needs only)



THE QUALIFICATIONS

1. Significant experience in educational administration
2. A degree in Education, Educational Leadership, or a related field
3. Valid state superintendent certification or eligibility to obtain it
4. Demonstrated success in leading school improvement initiatives and managing district operations
5. Strong leadership, decision-making, and problem-solving skills
6. Exceptional communication and interpersonal skills
7. Ability to build consensus and foster collaboration among diverse groups
8. Strong instructional expertise, communication skills, and strategic planning abilities
9. Such alternatives to the above qualifications as the Board may find appropriate and acceptable

Preferred Qualifications:

1. Doctorate in Education, Educational Leadership, or a related field
2. Previous superintendent experience
3. Experience as a high school principal or equivalent

OUR MISSION

To provide all students with the academic and social knowledge and skills needed for life-long success in a changing world.

KEY RESPONSIBILITIES

This list represents the primary tasks performed by the superintendent. These primary job functions are not to be construed as a complete statement of all duties performed. The superintendent will be required to perform other duties as assigned.

Leadership & Vision:

- Develop and articulate a clear, strategic direction for the district in collaboration with the Board, ensuring alignment with the district's mission, values, and Strategic and Continuous Improvement Plans.
- Establish rigorous yet attainable goals with measurable progress indicators and performance targets.
- Promote a culture of continuous improvement, fostering stakeholder investment in processes and outcomes.
- Maintain high expectations for students, staff, and the community, inspiring a positive, goal-oriented approach to achievement.

Instructional Oversight:

- Serve as the district's primary instructional leader, prioritizing student achievement and effective instructional practices.
- Combine district needs with research and data-driven strategies to address gaps in learning and promote excellence.
- Provide opportunities for shared leadership, professional development, and creativity across all staff levels.
- Develop innovative educational opportunities, integrate technology to enhance learning, and leverage leadership talent to foster a culture of innovation.
- Regularly monitor and refine instructional practices using data and continuous improvement processes.

Community Engagement:

- Act as the district's primary spokesperson, building trust and maintaining transparent, meaningful communication with stakeholders.
- Collaborate with government agencies, community organizations, civic groups, and the state legislature to advocate for district initiatives and funding.
- Mobilize parents and community members, sharing data and inviting participation in goalsetting and advisory roles.
- Proactively address community concerns, demonstrate responsiveness, and promote involvement in operational planning and decision-making.



Management & Operations:

- Ensure fiscal responsibility through the development, oversight, and communication of the district's budget, presenting clear financial audits and reports to the Board and community.
- Oversee the maintenance and development of district facilities, including planning for future school sites and construction projects.
- Use evaluation data to inform personnel decisions, promote professional development, and manage staff recruitment, retention, and separation.
- Maintain a long-term focus on district planning, including the completion of annual goals that support broader strategic objectives.
- Regularly update and implement the Continuous Improvement Plan to ensure the district remains aligned with its mission and vision.
- Provide the Board with accurate, timely information to support informed decision-making.

Competency Requirements:

- Establish and maintain cooperative relationships with staff, parents, and community stakeholders.
- Abide by the Code of Ethics for Idaho Professional Educators, district policies, and the terms of the Superintendent's contract.
- Maintain confidentiality regarding student and personnel information.
- Demonstrate strong organizational, time management, and decision-making skills.
- Participate in professional development and foster continuous learning among District staff.
- Adhere to the district's mission, values, beliefs, and goals outlined in the Strategic Plan.

THE COMMUNITY

Preston School District is located in the southeastern corner of Idaho. Nestled in the northern end of Cache Valley, 25 miles from Logan, UT, to the south and Pocatello, ID, 60 miles to the north. Preston maintains a terrific balance between the rural, suburban, and city life. Preston boasts access to beautiful parks, an 18-hole championship golf course, gorgeous boutiques and specialty shopping, nearby canyons, easy access to fishing, hunting, hiking, downhill skiing, restaurants, motels, lodges, hot springs, and winter recreational areas; and don't forget the Famous Preston Night rodeo, running since 1936!





Fun fact: The 2004 hit movie "Napoleon Dynamite" was filmed in Preston, Idaho

Terms of Employment:

By contract as determined by the Board of Trustees in accordance with federal and state law, administrative rules, and Board policy.

Benefits:

- Health, dental, vision package
- Group Life Insurance
- Paid sick leave
- Paid personal and vacation days
- PERSI retirement
- 4 day school week
- Other benefits as agreed upon by the Board

THE COMPENSATION

The current superintendent's salary is \$125,000, with the new superintendent's salary to be agreed upon with the board based on the candidate's skills and experience.

APPLICATION PROCESS

Interested candidates should submit applications no later than March 2, 2025.

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 Katie Russell at the ISBA Office:

katie@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 short essay stating how you will strive to make a system in our district that provides the best in state education to our students.
- 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 is available on Revelus site.
- Include a single page explaining what salary and benefits package you feel is needed for you to accept this position.



BOARD OF TRUSTEES:

Launa Moser - Zone 1, Vice Chair

Geniel Lyons - Zone 2

Dax Keller - Zone 3, Chair

Chris Jones - Zone 4

Susan Yardley - Zone 5

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

TIMELINE:

Application Period Opens:

- January 31, 2025

Application Deadline:

- March 2, 2025

Start Date:

- July 1, 2025

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