

CASCADE SCHOOL DISTRICT #422

# SUPERINTENDENT SEARCH

CASCADE, IDAHO



[www.cascadeschools.org](http://www.cascadeschools.org)

# THE POSITION

The Cascade School District Board of Trustees is seeking a highly qualified, outstanding educational leader to serve as superintendent. The position may be designated as a Superintendent/Principal role, based on the candidate's experience and qualifications.

## THE DISTRICT AT-A-GLANCE



### Current budget amount:

- \$3.2 million

### Current student enrollment:

- 215 (PreK - 12)

### Number of staff (certified, classified, administrators)

- 18 Certified Staff
- 12 Classified staff
- 2 administrators

### Schools (one building)

- Cascade Elementary School
- Cascade Jr/Sr High School

### Bond or Levy information:

- November 2024 Election passed a 2 year \$650,000 supplemental levy.
- September 2025 - Bond will be paid off



## ABOUT CASCADE SCHOOL DISTRICT

Nestled in the heart of Idaho's scenic Valley County, Cascade is a close-knit community that embodies the spirit of family and togetherness. With a city population of approximately 1,016 residents as of 2024, the town offers a serene environment where neighbors know each other by name.

The Cascade School District serves as the educational cornerstone of this community, operating two schools that cater to around 206 students from pre-kindergarten through 12th grade. With a student-teacher ratio of 11:1, the district ensures personalized attention and a supportive learning atmosphere.



Academically, the district shines with math proficiency scores averaging 54%, surpassing the Idaho state average of 42%. Reading proficiency stands at 54%, closely aligning with the state average of 55%. This commitment to excellence is further reflected in the district's ranking within the top 30% of public schools in Idaho.

Beyond academics, the Cascade School District offers a rich array of extracurricular activities, including arts programs and outdoor learning experiences, fostering well-rounded development for every student. The district's dedication to nurturing both academic and personal growth makes it an ideal environment for families seeking a supportive and engaging educational community.

Here, students thrive in a family-centered environment that celebrates tradition, fosters innovation, and inspires lifelong learning. With small class sizes, dedicated teachers, and a strong connection between school and community, every student is valued and supported. From spirited sports events to engaging arts programs and hands-on outdoor learning opportunities, Cascade School District offers something special for every family. Come be a part of a district where we work, play, and grow together—Cascade is more than a school; it's family!



### **Community School Strategy:**

- Full Time Community School Coordinator

### **Cascade's Community School Strategy:**

- Free PreSchool programming
- Hearing, Vision, and Dental Clinics
- Mental & Behavioral health Clinician on site
- After School Programming
- Teen Center partnerships
- Winter Apparel closet
- 15+ other community partners

### **District Grant Writer:**

- In partnership with the City of Cascade & Cascade Medical Center
- \$1.8 million awarded in the last 8 years

### **21 Century Learning Center:**

- Free Cascade Afterschool Program (CAP)
- Serves K-6th grades

### **Professional Learning Communities:**

- 7 years of PLC work in Cascade School District with a well established school leadership team.

### **High Reliability Schools:**

- Full Staff Professional Development for Levels 1-3
- Cross District collaboration with McCall Donnelly Schools, Meadows Valley, and Salmon River School Districts
- Annual HRS Convention
- 3 staff members annually
- Currently working on Level 3 - guaranteed & viable curriculum



# OUR MISSION

Engaging every student, every day, in character development and rigorous education.



## Qualifications:

- Hold a valid Idaho Administrative credential with Superintendent Endorsement, or eligible for licensure as a Superintendent in Idaho.
- Successful experience as an educational leader and administrator.
- Strategic planning and budgeting experience.

## Competencies:

- Challenges the status quo - keeps what works and discards components which impede success
- Builds trust through clear communication and expectations
- Creates a commonly owned plan for success in fulfilling long- and short-term objectives
- Focuses on team over self
- Wants to live and become a part of the Cascade community
- Has a commitment to continuous improvement for self and organization
- Builds external networks and partnerships



# OUR ACCOMPLISHMENTS



- Top 10 Math Achievement - 2022, 2023, 2024
- #1 District for Science - 2023
- IHSAA School of Excellence - 2024
- IHSAA Sportsmanship Award - 2023, 2024
- Multiple Sport State Tournament Appearances - 2020, 2022, 2023, 2024
  - Football, Cross Country, Men's Basketball, Track, Cheer, Golf
- 76% of Cascade Students participate in athletics
- Career Technical Education Programs - 4 years
- Full time K12 Music & Art Teachers
- Increased wages for classified staff
- In-person Dual Credit courses for High School students
  - English & Chemistry
- Coming Soon: NEW long term strategic plan

## APPLICATION PROCESS

Interested candidates should submit applications no later than March 7, 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](mailto: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 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 on Revelus site.



## TIMELINE:

### Application Period Opens:

- December 18, 2024 Application

### Deadline:

- March 7, 2025

### Semi-Finalists Determined:

- March 2025

### Interviews and Community

### Forum:

- March 2025

### Selection of New Superintendent:

- March/April 2025

### Start Date:

- July 1, 2025

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