

CALDWELL SCHOOL DISTRICT #132

SUPERINTENDENT SEARCH

CALDWELL, IDAHO

CALDWELL SCHOOL DISTRICT

DESTINATION EDUCATION

NURTURING GROWTH, ELIMINATING OBSTACLES, STRENGTHENING COMMUNITY



www.caldwellschools.org

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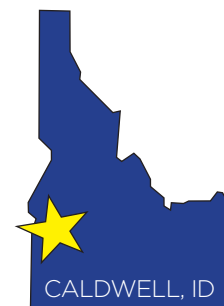


OUR MISSION

**Nurturing growth, eliminating obstacles,
strengthening community**

THE POSITION

The Caldwell School District Board of Trustees is seeking a highly qualified and experienced candidate to fill the position of Superintendent. The position is full-time and will include benefits. The selected candidate must have the background, skills, and abilities essential for excellence in educational leadership.



THE COMMUNITY

Nestled on the western edge of Idaho's Treasure Valley, Caldwell is a vibrant and fast-growing community known for its strong agricultural heritage, thriving economy, and welcoming small-town feel. Caldwell blends historic charm with modern development, offering families and professionals a high quality of life. The city is home to The College of Idaho, which brings cultural, educational, and athletic opportunities to the community. Residents enjoy a beautifully revitalized downtown centered around Indian Creek Plaza, a year-round hub for concerts, markets, festivals, and community gatherings. Caldwell also celebrates its rich traditions through major regional attractions like the Canyon County Fair and the Caldwell Night Rodeo. With expanding business opportunities, family-friendly neighborhoods, and close proximity to Boise's metropolitan amenities, Caldwell offers the perfect balance of community pride, opportunity, and connection.



THE SCHOOLS

Schools: 9

- Lewis & Clark Elementary (K-4)
- Sacajawea Elementary (K-4)
- Washington Elementary (K-4)
- Wilson Elementary (K-4)
- Van Buren Elementary (K-4)
- Jefferson Middle School (5-6)
- Syringa Middle School (7-8)
- Caldwell High School (9-12)
- Canyon Springs High School (9-12, Alternative High School)

OUR VISION

DESTINATION EDUCATION

DISTRICT AT A GLANCE

- The Caldwell School District has been the heart of the Caldwell community since 1893.
- Caldwell School District is proud to serve the children of Caldwell. As a District our mission is nurturing growth, eliminating obstacles, strengthening community.
- We are grateful for our community partnerships as we expand programs such as Community Schools, 21st Century After School Learning Center, Everyday Leadership, Boys and Girls Club, Caldwell Preschool Collaborative, and STEM Learning for our elementary students.
- Caldwell School District continues to expand academic opportunities for students, for example, Advanced Placement (AP) courses and strong Career Technical Education (CTE) courses. And, our fine arts program is the gem of the Treasure Valley.
- Staff collaborate in professional learning communities to strengthen instruction and school culture. We are a proud community anchor, fostering Cougar "heart".
- Our District also enjoys partnerships with The College of Idaho, College of Western Idaho, Northwest Nazarene University, Boise State University, and BYU-Idaho.
- We are fortunate to be a part of a community that values our youth, their education, and believes in preserving traditions that create cherished memories of friendships and learning.
- The Caldwell School District is committed to ensuring every student is known, supported, and prepared for success. Guided by our mission to create opportunities and remove barriers. We foster a safe, relationship-centered environment with high expectations.



Current Budget Amount:

- General Fund \$45 Million
- \$4.1 Million Supplemental Levy
- \$2.5 Million Plant Facilities Levy

Number of Staff (589 total):

- 241 classified
- 348 certified (including certified directors/admin)

District Programs:

- Federal Programs
- Title 1 District
- Early Learning Opportunities
- Community Schools
- Professional Learning Communities
- CEP District

DEPARTMENT DESCRIPTIONS

Information and Technology

The IT Department's goal is to keep technology running smoothly and securely for teaching, learning, and daily operations. We make sure classroom technology works when it's needed and helps make lessons more engaging. Our team focuses on keeping networks, devices, and data protected from cyber threats. We maintain reliable systems so communication and learning stay connected across the district. By staying proactive and security-minded, we ensure technology supports success for every student and staff member.

Curriculum & Instruction

Our district's Curriculum and Instruction Department is committed to providing high-quality, standards-aligned learning experiences for all students. Each Wednesday, students are released early to give teachers dedicated time to collaborate in Professional Learning Communities (PLCs). These PLCs allow educators to analyze student data, refine instruction, and ensure consistent, effective teaching practices across the district.

Special Education

Students with disabilities are integral members of the general education community who may require individualized services and supports to fully engage with the general education curriculum. Our district is committed to ensuring that these students have the right to attend their neighborhood schools, regardless of the level or type of support they need. In alignment with this commitment, we have developed a robust special education system designed to meet the diverse needs of all students. Our schools and IEP teams employ a collaborative, problem-solving approach to identify and address barriers to learning, often necessitating innovative and creative solutions.

Child Nutrition

The child nutrition department is committed to supporting student success by providing nutritious, appealing, and well-balanced meals that fuel learning each day. Our top priorities include ensuring all students have access to healthy meals, while maintaining the highest standards of food safety and program compliance. We create a positive dining experience that supports both the physical and academic well-being of our students while efficiently managing resources and operations.

Maintenance

The Caldwell School District Maintenance Department is committed to providing safe, clean, and well-functioning facilities that support quality learning environments for all students and staff. Our priorities include timely repairs, preventive maintenance, and efficient use of resources to extend the life of district assets. We strive to maintain high standards of safety, sustainability, and responsiveness to ensure our schools remain welcoming and reliable spaces for the community.



THE QUALIFICATIONS

The Board requires the superintendent to be a strong education leader with professional experience. Additionally, the candidate would have:



- A Master's degree of higher education
- Valid Idaho administrative credentials with superintendent endorsement, or eligible for licensure as a superintendent in Idaho
- Superintendent, building principal, central office, or comparable leadership experience
- A strong background in curriculum, technology, supervision, human relationship skills, and team building
- Demonstrated ability in business practices, budgeting, school law, and a proven record in student achievement/test scores.

THE COMPENSATION

The Board is prepared to offer a competitive compensation package, including a salary range of \$150,000 - \$180,000 plus benefits.

APPLICATION PROCESS

Interested candidates should submit applications no later than January 31, 2026.

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

Patricia "Trish" Robertson

- Zone 1

Manuel Godina

- Zone 2

Travis Manning

- Zone 3

Vacancy

- Zone 4

Marisela Pesina (Dec. 2025)

Sam Stone (Jan. 2026)

- Zone 5

Candidates are asked to not directly contact trustees. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible.

TIMELINE:

Application Period Opens:

- Open Immediately

Application Deadline:

- January 31, 2026

Application Review:

- February 9, 2026

Interviews:

- March 2026

Start Date:

- July 1, 2026