

**HAGERMAN SCHOOL DISTRICT #233**  
**SUPERINTENDENT**  
**& HIGH SCHOOL PRINCIPAL**  
**SEARCH**

**HAGERMAN, IDAHO**



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

# OUR MISSION

**To provide a safe, secure environment and quality education opportunities that prepare our students for a life of learning and achievements.**

## THE POSITION

The Hagerman School District Board of Trustees is seeking a highly qualified, outstanding educational leader to serve as superintendent.

## THE DISTRICT AT-A-GLANCE



Hagerman, ID



- **Student Enrollment:** 350 students
- **Staff:** 67
- **Schools:**
  - **Hagerman Jr/Sr High** (grades 7-12) – 160 students enrolled
  - **Hagerman Elementary** (grades K-6) – 144 students enrolled
  - **Hagerman Virtual School** - 46 students enrolled
  - **Demographics:** White: 85% Hispanic: 15%
- **Budget:** \$4,898,000

## THE COMMUNITY

Hagerman is an outdoor enthusiast's paradise. The Snake River borders the town to the west, hot springs bubble to the surface, and waterfalls spill dramatically from nearby canyons. With abundant opportunities for fishing, boating, soaking in hot springs, hiking, rafting, hunting, and more, there's always an adventure waiting. Thousand Springs State Park and the Hagerman Fossil Beds National Monument offer remarkable nearby destinations. Our community is an incredible blend of nature's beauty, genuine local pride, and a close-knit, supportive spirit.





# OUR VISION

Hagerman School District will be a vibrant, nurturing community where all students have pride in their scholastic achievement and are productive, involved citizens of society, with the tools to reach their dreams.

## OUR ACCOMPLISHMENTS



**We are proud of the programs and accomplishments of our students, staff, and district. Here are just a few:**

- **20% of our graduates earned an Associate Degree** upon receiving their high school diploma (2024–2025), demonstrating our commitment to academic excellence and college readiness.
- **Robust dual-credit opportunities** are available through partnerships with Idaho's state colleges, giving students a strong head start on higher education.
- **Our Annual Science Fair** consistently advances competitors to both state and national levels, showcasing student innovation and STEM achievement.
- **Our Elementary School competes in the Regional Battle of the Books program** and has earned the championship trophy four out of the last five years, highlighting a culture of literacy and academic engagement.
- **We lead our area in ELA and Math performance**, reflecting a strong academic foundation across all grade levels.
- **Innovative electives, including our music program**, offer students creative outlets and opportunities to explore diverse talents, reinforcing our commitment to a well-rounded education.
- **Hagerman Academy of Agriculture** is a career-technical education leader, offering project-based, industry-aligned training that prepares students for in-demand careers in Idaho. Our FFA chapter excels at State and National competitions while integrating meaningful community service.
- **Our exceptional FFA and Food Science Programs** provide hands-on agricultural experience, leadership development, and opportunities for state and national competition. We are expanding the program with a new food processing addition that teaches students the full process of preparing beef from farm to table.
- **A dedicated School Resource Officer** supports student safety while fostering positive relationships between the school and the community. In addition, the district participates in the NOVA program.
- **Our athletic programs are highly competitive**, with Football, Volleyball, Cross Country, Cheerleading, Track, and Golf teams all reaching state-level competition within the last two years.

# THE QUALIFICATIONS

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



- Hold a valid Idaho Administrative credential with Superintendent Endorsement or be eligible for licensure as a superintendent in Idaho.
- Work effectively with the Board, employees, residents of the District, and with educators throughout the State.
- A strong instructional leader with demonstrated communication skills, budgetary experience, public relations expertise, and a passion for students.
- Show respect, transparency, good judgment, and integrity in relationships with trustees, administrators, teachers, parents, students, and community.
- Ready and able to chart the course for the next exciting chapter of our district by taking a creative and innovative approach to education while effectively managing budgetary constraints and maximizing educational opportunities.
- Be of good character, with high morals and unquestionable integrity, meeting the standards of the community and patrons being served.
- Ability to balance the demanding schedule of a Principal and Superintendent effectively while maintaining strong leadership and organizational capacity.

## APPLICATION PROCESS

Interested candidates should submit applications no later than February 15, 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](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:**

- Immediately

**Application Deadline:**

- February 15, 2026

**Semi-Finalists Determined:**

- February 2026

**Selection of Finalists for**

**Interviews:**

- February/March 2026

**Interviews and Community**

**Forum:**

- March 2026

**Selection of New Superintendent:**

- March/April 2026

**Start Date:**

- July 1, 2026

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