

CLEARWATER VALLEY SCHOOL DISTRICT #245

SUPERINTENDENT

SEARCH

KOOSKIA, IDAHO



THE POSITION

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



DISTRICT AT-A-GLANCE



- **Student Enrollment:** 257 students
- **Staff:** 3 Administrators, 25 Certified, 57 Classified
- **Budget:** The District passed a one-year levy in November 2025 in the amount of \$811,989.29.
- **Schools:** 3
 - Clearwater Valley Elementary School (K-6)
 - Clearwater Valley Jr/Sr High School (7-12)
 - Elk City School (K-8)



The district has no debt, no bond, and no plant facility levy. An annual supplemental levy is run to meet the District's projected fiscal needs, consistent with the State's requisite funding model. Historically, the Clearwater Valley School District is a large recipient of federal Secure Rural Schools funding in Idaho. The District has a strong and experienced teaching staff, a dedicated administrative team, outstanding district office staff, and exceptional support personnel, including a forward thinking IT department.



THE COMMUNITY

Clearwater Valley School District is located in rural Idaho County in central Idaho. Residents and guests of Idaho County enjoy world-class, year-round outdoor recreational opportunities ranging from whitewater rafting and snowmobiling, to big game hunting, camping, hiking, and fishing. Our district's communities, with their unique, individual character and "small-town America" charms, are great places to live and raise a family.

OUR ACCOMPLISHMENTS



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

- Professional Learning Communities (PLCs) are supported through professional training, weekly release time for collaboration, and analysis of data.
- Ongoing work through the continuous improvement process to set goals, analyze data, and improve instruction
- Dedicated, caring staff members willing to go the extra mile for our kids
- Secondary students have access to dual credit and advanced opportunities from 7th-12th grade
- CTE offerings at all secondary schools to meet the students' needs
- Clean, well-maintained facilities
- Competitive on state assessments, meeting or exceeding expectations in most areas
- Strong commitment to expand technology district-wide
- District Leadership Team includes all stakeholders
- Consistently strong and competitive extra-curricular programs



THE QUALIFICATIONS

The Board requires the superintendent to be a strong educational leader with professional experience including:

Experience and Education:

- Master's degree or higher
 - 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
 - Strong background in supervision, human relationship skills, team building, and technology
 - Demonstrated ability in transparent business practices, developing good public relations, school law, and managing the District's goals for student achievement and test scoring are preferred
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THE QUALIFICATIONS



Personal and Professional:

- Clear vision for rural schools and the unique issues we face with the ability to implement that vision through our strategic and continuous improvement plan
- Strong instructional leader with effective communication skills, budgetary experience, and a passion for students
- Shows respect, transparency, good judgment, and integrity in relationships with Trustees, administrators, teachers, parents, students and community

Leadership:

- Leads by example and understands the differences between leadership and management with skilled and proven abilities in both areas.
- Ready and able to chart the course for the next exciting chapter of our district by taking a creative and innovative approach to education by minimizing budgetary constraints while maximizing educational opportunities.

THE COMPENSATION

The Board is prepared to offer a competitive compensation package including a benefits package and salary depending on experience.

APPLICATION PROCESS

Interested candidates should submit applications no later than March 20, 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 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 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

- Karen Syron, Zone 1
- Troy Biesecker, Zone 2
- Aaron Teats, Zone 3
- Thomas James Wellard, Zone 4
- Caitland Tow, 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:

- March 20, 2026

Start Date:

- July 1, 2026