

SODA SPRINGS SCHOOL DISTRICT #150

SUPERINTENDENT SEARCH

SODA SPRINGS, IDAHO



www.sodaschools.org

OUR MISSION

**Graduate each Student Prepared for College,
Advanced Training, Career, and Citizenship.**

THE POSITION

The Soda Springs School District Board of Trustees is seeking a highly qualified and experienced candidate to inspire, lead, guide, and direct every member of the administrative, instructional, and support services staff in achieving the highest standard of excellence. To oversee and administer the use of all district facilities, property, and funds with a maximum of efficiency so that each student enrolled in the district may be provided with an appropriate and effective education.



THE COMMUNITY

Our small rural district is located in the beautiful Bear River Valley in Southeast Idaho, near the Wyoming and Utah borders. The Soda Springs School District is known for its award-winning educational programs, strong leadership, and effective partnerships with local business and industry.

The District was among the first in Idaho to implement full-range interactive distance learning to enhance student education. Community support for education remains very strong and positive.

The Board of Trustees is committed to providing the finest possible administrative, instructional, and operational staff, as well as high-quality facilities, within the limits of the community's financial capacity and willingness to provide support.

The Board believes that, whenever administratively and economically feasible, each student should be treated as an individual with unique abilities, aptitudes, and personality.

It is the purpose of the educational process to provide every student with opportunities to gain the knowledge, experience, and skills necessary to prepare for competitive adult society. This preparation enables students to make meaningful contributions to their communities and to their own personal development.

The Board further believes that each student, regardless of whether they pursue vocational training or higher education, should graduate with the skills and foundation necessary for lifelong learning and success.



OUR VISION

Educate Today's Students
for Tomorrow's Opportunities

THE DISTRICT AT-A-GLANCE



Enrollment: 769

Employees:

Administrators: 4, Certified: 57, Classified: 67

Budget: \$9,000,000 with a Levy

Schools:

- Thirkill Elementary School (K-4)
- Tigert Middle School (5-8)
- Soda Springs High School (9-12)
- CTEPS (6-12)

OUR ACCOMPLISHMENTS

- **Dual credit achievements:** 32% of students are receiving dual credits and 12% dual credits received
- **Teacher credentials:** 15% of teachers maintain higher-level degrees
- **Teacher tenure:** 49% of teachers have tenure over five years
- **Community Schools Program:** this is the first year of the Community Schools program which was implemented in the Elementary and Middle Schools. The responses from students, parents, and the community have been outstanding. The program continues to grow as the year proceeds.
- Thirkill Elementary is a Lighthouse School. The Lighthouse certification uses a Lighthouse Rubric to measure outcomes in three areas of leadership principles, creating a leadership culture, and aligning academic systems.



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.
- Management of special education or demonstrated ability to oversee special education personnel.
- Demonstrated success in creating a culture of partnership & collaboration within the district.

THE COMPENSATION

The Board will offer a comprehensive contract with a salary range of \$100,000-\$110,000 commensurate with experience, along with a benefits package.

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 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.

Board of Trustees

- **Steven Barker**, Chairman
- **Sally Jensen**, Vice Chair
- **Ben Goode**, Trustee
- **Myra Leatherman**, Trustee
- **Galen Wilson**, Trustee

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

Semi-Finalists/Finalists Selected:

- Late-March / Early April

Interviews:

- Early April

Start Date:

- July 1, 2026