

Plummer-Worley School District #44

# SUPERINTENDENT

# SEARCH

PLUMMER, IDAHO



# OUR MISSION

United as one community to learn, grow, and inspire.

## THE POSITION

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



## THE DISTRICT AT-A-GLANCE



**Enrollment:** 368

**Employees:** 4 Administrators, 39 Classified, 38 Certified

**Budget:** \$11,651,911.50 (\$7,206,871.06 General Fund & \$4,445,040.44 All Other Funds)

**Schools:** Lakeside Elementary, Middle, and High School

## MORE ABOUT THE DISTRICT

**Demographics of our students:**

- 78% Native American
- 21% White
- 10% Hispanic
- 24% special education rate
- At Risk (grades 6-12) = 43%
- CEP School
- Title 1 Schoolwide
- Graduation Rate:

- **Other Statistics:** The District has a 2-year supplemental levy that we will start its 2nd and final year beginning July 1, 2026.

2021-2022 (4-Year): 75.8%, 2022-2023 (4-Year): 50.0%; 2023-2024 (4-Year): 77.3%

2021-2022 (5-Year): 78.1%, 2022-2023 (5-Year): 57.1%, 2023-2024 (5-Year): 79.1%

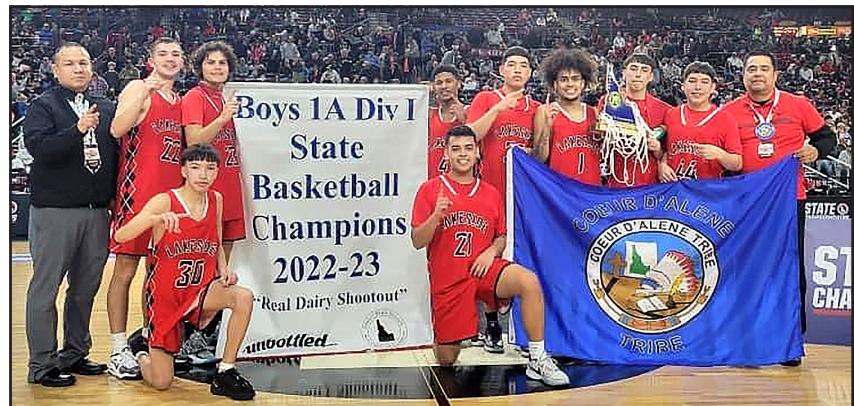
- The District has passed supplemental levies since 2013. The current amount is \$627,500 per year for the 2022-23 and 2023-24 school years.
- The District has no bonded indebtedness as a state authorized bond for the elementary school was paid off during the 2023-2024 school year.
- The District receives Impact Aid funds (in lieu of taxes for land not on the tax rolls.)

### District Initiatives:

- Increasing Student Achievement
- Positive School Climate
- Collective Responsibility

### District Priorities:

- Community Collaboration
- Student Centered Focus
- Strong Public Relations
- Increased Student Achievement
- Positive Environment
- Solid, Consistent Strategic Planning



# OUR VISION

**PWJSD will support and develop lifelong learners, provide a safe school environment, and empower students to create a positive future.**

## THE COMMUNITY

The **Plummer-Worley Joint School District** is a small rural district located along Highway 95 in Benewah and Kootenai Counties in Idaho. The district is a public school located on the Coeur d'Alene Indian Reservation.

The district encompasses the towns of Worley, Plummer, Tensed, and DeSmet and is conveniently located along Highway 95 between Coeur d'Alene and Moscow, Idaho. The landscape includes the splendor of the rolling fields of the Palouse along with the beauty of our forests, streams, and lake. Our location offers a rural lifestyle within easy driving distance to urban activities. Primary industry includes tribal enterprises such as gaming, entertainment, government, and health care, followed by the timber industry, farming, recreation, and business. The Coeur d'Alene Tribe is one of the largest employers in North Idaho.

The Coeur d'Alene Tribe is prominent in the community and traditionally sponsors many cultural events which draw participants from all over the United States. The Coeur d'Alene Casino Resort & Hotel hosts not only gaming but fine dining, a spa, big-name concerts, comedy shows, boxing, and MMA as well as the world class Circling Raven Golf Course.

Our community boasts a state-of-the-art medical facility in Marimn Health offering primary and urgent care which includes medical, vision, dental, chiropractic, behavioral health, pharmaceutical, and other services. A Wellness Center offers a full-size swimming pool, weights and conditioning, aerobics, racquetball, physical therapy and cardiovascular rehabilitation. Youth activities are a priority of the Coeur d'Alene Tribe, as is evidenced by the opening of the Coeur Center in Worley. The Coeur Center includes not only the Boys & Girls Club which sponsors activities for teens as well as younger students, but athletic and community facilities including a football/soccer field (doubling as powwow grounds), softball/baseball fields, outdoor playgrounds

for kids, indoor athletic facilities, a fitness area, and a pool/family waterpark among other things. The Lakeside Knights high school football team hosts home games under the lights at Marimn Field.

Institutions of higher learning within commuting distance include the University of Idaho, North Idaho College, Lewis & Clark State College, Community Colleges of Spokane, Eastern Washington University, Washington State University, Whitworth College, and Gonzaga University.

Heyburn State Park, located on the southern end of Lake Coeur d'Alene, is a short six-mile drive away, and boasts boating, swimming, fishing, camping, hiking, wildlife viewing, and an Interpretive Site. The Trail of the Coeur d'Alene's is a 72-mile scenic, paved bike trail starting in Plummer and ending in Mullan. The St. Joe Valley and mountains provide countless opportunities for outdoor recreation.



# OUR ACCOMPLISHMENTS



- Board commitment to small class sizes, all-day kindergarten, student voice, and strong professional development
- Board longevity and commitment to strategic plan
- Positive environment for staff and students
- Increasing graduation rate
- Strong administrative team and teaching staff
- Active plans within each building to increase academic achievement and school climate
- Increasing Coeur d'Alene tribal culture and language into the curriculum
- Working with the Coeur d'Alene Tribal Department of Education to enhance academic and vocational resources for students
- Collaboration with Marimn Health to extend mental health services for students on site
- Pathways – A comprehensive pathways program offering academic and career exploration opportunities for all students. Pathways include Health Professions, Trades and Industry, Media Technology, Education/Early Childhood, Natural Resources, and Dual Enrollment
- Opened an onsite daycare to support and retain staff
- Recent and ongoing upgrades to district facilities including lighting retrofits, window and door replacements, and HVAC improvements.

Students at Lakeside have the opportunity to be involved in many different extra-curricular activities including National Honor Society, TSA, FCCLA, FFA, and ASB. Our Lakeside Knights offer students an opportunity to learn and grow in sports including football, volleyball, basketball, golf, wrestling, and track. Individual students and teams make regular appearances at state leadership conferences and state athletic competitions.



# THE QUALIFICATIONS

The selected candidate must have the background, skills, and abilities essential for excellence in educational leadership. The board recognizes that selecting a superintendent is one of the most important decisions it will make, and is seeking a candidate with the following qualities:

- Central office, school administration, and teaching experience; familiarity with school district administrative policies and procedures; and effective board and community relations.
- Good communicator who listens and is calm and patient. Is also a unifier who participates in the community and is visible throughout our district.
- Strong background in curriculum, supervision, human relations skills, public relations, team building, and technology.
- Demonstrated ability in business practices and school law, as well has a proven record in student achievement and test scores.
- Understands and supports the uniqueness and importance of rural schools and knows the value of outreach to our communities.
- An experienced leader who understands public education and can communicate the board's plan to the community.
- Strong instructional leadership with effective communication skills, budgetary experience, and passion for students.
- Shows respect, transparency, good judgment, and integrity in relationships with trustees, administrators, teachers, parents, students, and community.
- Good character, high morals, and unquestionable integrity, meeting the standards of the community and patrons being served.
- Experience running successful bond and/or levy elections.
- Strategic planning and budgeting experience to take the district to the next level of achievement.
- Holds a valid Idaho administrative credential with superintendent endorsement, or is eligible for licensure as a superintendent in Idaho.



# THE COMPENSATION

The Board will offer a comprehensive contract. Compensation will be commensurate with the experience of the successful candidate and the requirements of the position. A preliminary salary range of \$105,000 - \$115,000 has been established.



# APPLICATION PROCESS

Interested candidates should submit applications no later than March 16, 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](mailto: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:

- Michelle Grossglauser, Zone 1
- Tami Gauthier, Zone 2
- Ida 'JR' Gustin, Zone 3
- Jan Mitchell, Zone 4
- Chris Smith, Zone 5
- Ty Stotley, Zone 6
- Paul Daman, Zone 7

*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 16, 2026

### Application Review:

- March 2026

### Interviews:

- Late-March, Early-April 2026

### Start Date:

- July 1, 2026