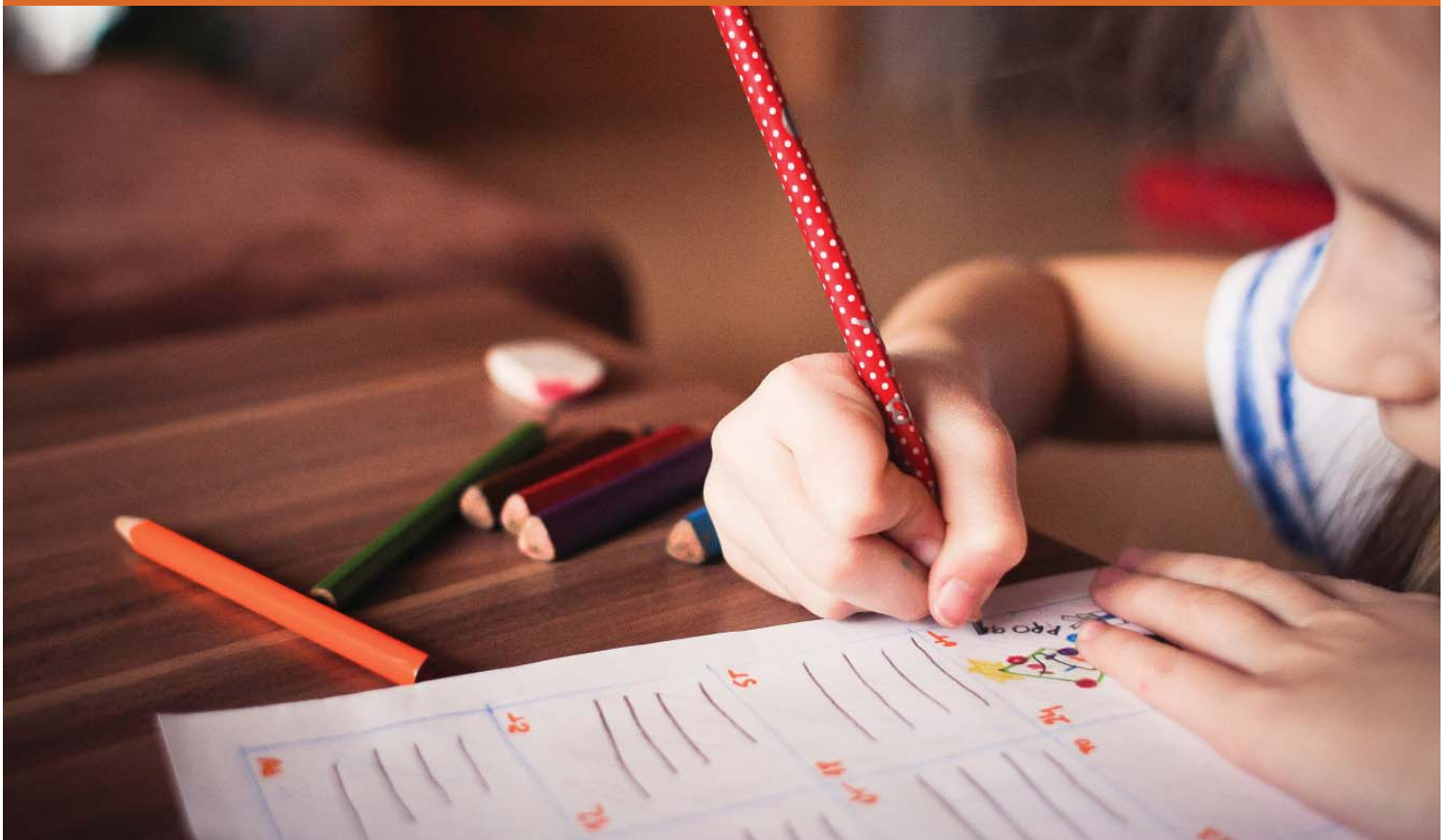


SUPERINTENDENT / HIGH SCHOOL PRINCIPAL SEARCH

Cambridge School District #432

CAMBRIDGE, IDAHO

PURSUE EXCELLENCE - YOU DESERVE IT!



CAMBRIDGESD432

<https://www.cambridge432.org>

OUR MISSION

It is the mission of the Cambridge School District to ensure that all students learn at high levels.

OUR PURPOSE:

All students learn at high levels through a combination of relationship-driven engagement, mutual trust, and clear curricular goals.



THE POSITION

The Cambridge School District Board of Trustees is seeking a highly qualified, outstanding educational leader to serve as superintendent and high school principal. The Board will offer a competitive compensation package to the successful candidate, including a salary range of not less than \$80,000 and benefits. The successful candidate must hold or qualify to hold an Idaho superintendent credential.



THE DISTRICT

The Cambridge School District was established in 1913, almost 10 years after the founding of the City of Cambridge itself. Built to serve the many families who moved into the area for the mining, farming, and ranching opportunities, the school district has benefitted from stability at the Board and administrative levels. The district operates an athletic cooperative with Midvale School District, nine miles to our south. Our athletic teams compete in football, volleyball, cheer, cross country, basketball, wrestling, and track. The cooperative has been in place for 12 years.

Student Enrollment: 131 students

Schools: 2 Buildings: Pre-K through 5th grade and 6th through 12th grade

Staff: 20 Certificated, 13 Support

Budget:

- General Fund Budget for 18-19: \$1,924,852
- Total Budget, including all funds: \$2,972,014



THE COMMUNITY

Cambridge is 28 miles from the Snake River, which provides many fishing, boating, hunting, hiking, and rafting opportunities. With the Salmon River to the north, as well as the Payette National Forest, Cambridge is a focal point for outdoor activity including the Hells Canyon National Recreation area. Cambridge sits at the base of Cuddy Mountain with Hitt Mountain to the west and West Mountain to the east. The elevation is the beginning of the treeline for the Payette National Forest. The community is conveniently located approximately 100 miles (less than two hours) northwest of Idaho's Capital, Boise. The 84-mile long Weiser River Trail passes through Cambridge as well as many other neighboring towns. The trail includes miles of wildlife and is enjoyed by residents and visitors. Residents of Cambridge take pride in their community, and volunteering is seen community-wide. Many of the buildings have survived decades since mining times in the 1800s with four buildings on the National Register.



OUR VISION

- Identify and teach essential learning targets and use appropriate formative assessments to determine student growth.
- Develop positive mentoring relationships with ALL students.
- Balance curricular and human growth goals for each student, and provide regular, meaningful feedback, modified instruction and accommodation, and authentic learning experiences to ensure the best possible student outcomes.
- Maintain positive learning environments for ALL students. Students experiencing academic or behavior challenges, especially if such interfere with other students' learning opportunities, will receive additional support to provide that student with optimal learning outcomes.
- Participate in ongoing, high-quality professional development based on current research and best practices resulting in measureable, authentic, valuable gains in student growth and achievement.

THE SCHOOLS

Our schools offer a variety of learning and growth opportunities for our students.

These include:

- **Vocational Agriculture:** The program includes all metal shop related activities, greenhouse and landscape, all aspects of animal husbandry, a community floral shop that provides flowers for all types of activities, as well as a full schedule of soils, range, and related areas. The FFA Chapter regularly sends highly competitive teams to the National FFA Convention. This year, the Food Science team placed third in the nation.
- **National Honor Society:** We have many students who participate in The National Honor Society sharing their demonstrated excellence in the areas of Scholarship, Leadership, Service, and Character.
- **Fine Arts:** Our students continue to prosper each year as they participate in fine arts. The district offers a K-12 music program that culminates with the high school band. We hold a concert for the community two times per year. The Cambridge Drama Department puts on two plays every year.
- **The district is growing a strong STEM program** with robotics clubs from elementary to high school. These teams compete in local and regional competitions.
- **Missoula Children's Theatre:** We have had the honor to have the Missoula Children's Theatre (MCT) come to Cambridge every-other year for the past decade. The MCT shares the possibility of achievement through creativity and teamwork with children so that they learn during the theatrical process.
- **Cambridge Elementary:** We diligently partner with parents and the community to ensure educational opportunities for our students. Our students extended their learning with a pumpkin patch field trip to a community farm where students experienced hands-on enrichment to the classroom curriculum. The school also partners with the local library where library staff visits classrooms to encourage literacy by reading to students and providing free books for families. During the school-wide literacy events, parents and community members visit classrooms and read with students.

THE QUALIFICATIONS

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



- Master's degree or higher
- Valid Idaho administrative credential with superintendent endorsement, or eligible for licensure as a Superintendent in Idaho
- Superintendent, building principal, central office, or comparable leadership experience
- Experience in federal programs
- Experience in budgeting and finance
- Successful experience in leadership roles
- Knowledgeable in curriculum and instruction
- Knowledgeable in pertinent federal and state laws
- Technologically competent
- Communication and public relation skills

THE RESPONSIBILITIES



The responsibilities of the Superintendent / Principal position are varied, including, but not limited to:

- Serving as the District Superintendent
- Serving as the 6-12 Principal
- Overseeing the Special Education Program
- Overseeing the Federal Programs
- Working with the Board of Trustees to provide leadership in all areas of curriculum and instruction, assessment, professional development, and data analysis
- Advising the Board regarding policies and procedures
- Having strong organizational and management skills
- Effective communication and delegation
- Experience in budgeting and school finance
- Directing the work of, and providing supervision to, instructional and classified staff
- Implementing the School District's Continuous Improvement Plan
- Establishing and maintaining effective communication and collaboration throughout the District and within the community.
- Assuming responsibility for the management of the school in accordance with federal and state law, administrative rules, and Board policy
- Supervising the school's educational program and teaching process. Monitoring delivery of the instructional program
- Overseeing the scheduling of students into classes, establishing class offerings, maintaining a balance of student loads in each class
- Communicating and working effectively with our local legislators

APPLICATION PROCESS

Interested candidates should submit their application packet no later than 5:00 pm MT - January 11, 2019 to:

Mail:

Idaho School Boards Association
PO Box 9797
Boise, ID 83707-4797
(or)

Email: misty@idsba.org

If you have questions, please contact Misty Swanson at the ISBA Office: misty@idsba.org or (208) 854-1476.

Complete application packet must include the following items:

- Application form available at www.idsba.org.
- A letter stating qualifications, educational philosophy, experience, and reasons for interest in the position.
- A current resume.
- College/university placement papers and academic transcript, including degrees.
- Three to five current letters of recommendation.
- Verification that the candidate holds, or will be qualified to hold, an Idaho credential / license as a Superintendent.
- Fully completed and signed past performance job release pursuant to Section 33-1210, Idaho Code.

TIMELINE

Application Deadline

- Jan. 11, 2019

Reference Checks Conducted and Initial Interviews

- Jan. 25, 2019

Finalists Announced

- Jan. 31, 2019

Community Meet-and-Greet and Finalist Interviews

- Feb. 15, 2019

Board Selection of Superintendent

- Feb. 19, 2019