

# EMMETT SCHOOL DISTRICT #221 SUPERINTENDENT SEARCH

EMMETT, IDAHO

Preparing Students For Individual Success



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



# OUR MISSION

Emmett School District will prepare all students for individual success.



## THE POSITION

The Emmett School District #221 Board of Trustees is seeking a highly qualified and fully certified superintendent of schools. The Board of Trustees wishes to have the successful candidate assume the responsibilities of the position in July 2019 or date mutually agreed upon between the successful candidate and the district.

## THE DISTRICT AT-A-GLANCE

- **Enrollment:** 2,600 (Approximately)
- **Schools:**
  - Kenneth J. Carberry Elementary School
  - Shadow Butte Elementary School
  - Ola Elementary School
  - Sweet-Montour Elementary School
  - Emmett Middle School
  - Emmett High School
  - Black Canyon High School
- **Employees:** 10 administrators, 145 certified, 168 classified
- **Budget:** \$19 million
- **Levy:** \$1.5 million for 2 years, passed in May 2019
- **Ola and Sweet/Montour are Frontier Schools.**



# OUR VISION

**The Emmett School District implements innovative and best educational practices utilizing cutting edge technology and rigorous curriculum. Passionate, visionary professionals guarantee high level learning across all grades. Our district works collaboratively in state of the art facilities to ensure all students are empowered to succeed in life beyond high school.**

## THE COMMUNITY

**Emmett** is a city in Gem County, Idaho. Emmett is the county seat and the only city in the county which includes a county population of over 17,000 residents.

Rising some 5,906 feet (1,800 m) above sea level, Squaw Butte, named by Native Americans who used this area as their winter resort, stands at the north end of the valley. The Payette River runs through Emmett's Valley of Plenty. After the closing of the mines in 1906, the power lines were extended to Emmett. A series of irrigation projects made it possible for more rapid expansion of the town as the major service center for a farming and fruit-growing valley. In the early 1900s fruit packers adopted the label of "Gem of Plenty" because of the fertility of the valley. During the mining era the valley was known as the "garden" for the mining regions. Emmett is known for their cherries and holds a Cherry Festival in the month of June. Until 2001, the city was home to a Boise Cascade manufacturing facility. The Black Canyon diversion dam on the Payette River built in the early 1920s, is east of the city. Emmett has many parks for recreational activities; boating, fishing, water sports, to name a few. The City Park is a main attraction with a band shell, areas for parties, and is the site of the annual Cherry Festival. Emmett Island Sports Complex is located within the City Limits. The Sports Complex offers many opportunities for kids' sports, a fishing pond, walking path, and a covered area for parties. The complex is called "Emmett Island" because it is surrounded by water. The Payette River is to the North and a fork of the river runs around the complex, circling back to the river.

Currently, Emmett School District is the largest employer in Gem County.



## THE DISTRICT

Located in the scenic Valley of Plenty, the Emmett School District is one of three original charter school districts and was established before Idaho became a state. It is comprised of Gem County and a small portion of Boise County. It serves approximately 2,600 students. Emmett, where most students attend, is located in the heart of Gem County and is approximately 35 miles northwest of Boise. A close knit community, Emmett provides a variety of activities and is home to the Cherry Festival, Cruise Night, the Idaho Renaissance Faire, the Gem County Fair and Rodeo, and the River Through Time Civil War Reenactment, just to name a few.

The Emmett School District has seen outstanding growth in student performance over the past few years. In the fall of 2013, our 10th and 11th grade students completed the PSAT assessment. Emmett students exceeded the national and state averages in every area. One measure that the PSAT provides is a percentage of students that are on track to be College and Career Ready. On this benchmark, our 10th grade students out-performed the nation by 7.7% and our 11th grade students were 84% on track to be College and Career Ready, compared to 46% of students nationwide. This success is due to a dedicated teaching and administrative staff that are always working to ensure the best for each student.



Two 2018 Emmett High School seniors were among 7,500 students from across the nation who received a prestigious National Merit scholarship. Winners were selected from among 16,000 semifinalists in the 2018 National Merit Scholarship Program.

Our education starts with strong academic programs in our two elementary schools located in Emmett - Kenneth Carberry and Shadow Butte Elementary and at our two remote schools, Ola and Sweet-Montour, in rural communities northeast of Emmett. Our secondary programs include a middle school, high school, and an alternative high school. We also offer professional technical programs through the Payette River Regional Technical Academy.

Utilizing the ten key practices of the programs High Schools that Work and Making Middle Grades Work, we are creating strong academic and professional technical programs that prepare students to be college and career ready. Sample practices include:

- Career Pathways - Emmett High School is organized around seven broad templates of course selection suggestions designed to prepare them in an area of interest. Students are not locked into a pathway or course list but can adjust, explore, and customize their pathway to fit their specific career plans.

- Dual Credit Courses - Emmett High School offers a wide variety of dual credit courses each year. Students are able to earn college credits while taking advanced high school academic and professional technical courses. We have students graduating from Emmett High School with 30+ college credits. Course offerings include: Psychology, Advanced U.S. History, Algebra, Trigonometry, Statistics, Calculus, Physics, Environmental Sciences, English 11 and 12, AP Literature, and Speech.

The academic progress of all students in grades K - 10 is monitored three times a year in both Reading and Math to insure that they are growing academically in comparison to local and national norms. When students need more help, small group interventions are provided to fill in areas of identified gaps. Emmett is proud to have our Elementary Schools selected as State models, our Middle School selected as a National model and our High School receiving regional recognition as a RTI model site.

Emmett School District is dedicated to transforming each classroom into a high-tech classroom. Classrooms are being modified to include interactive whiteboards, 3D cameras, clickers, and laptops/devices. Currently, we offer one-to-one initiatives in 4 elementary classrooms and throughout our alternative school. We continue to add educational programs that utilize technology to improve teaching and learning.

## THE QUALIFICATIONS & COMPENSATION

### Experience, Education, and Leadership:

The 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. The board has identified the following desired characteristics:

- Is a good communicator who listens, is calm and patient, is also a unifier who participates in the community, and is visible throughout our economically and geographically rural district.
- Is experienced with or understands facility bond issues and levy renewals, and can effectively communicate the district's needs to the community; the candidate also needs to provide leadership where there may be conflict at the time of such bond issues or levy renewals.
- Understands and supports the uniqueness and importance of rural schools, and knows the value of outreach to our rural communities in the district.
- Is an innovative, future thinker who is open-minded to the benefits of our home school academy, STEM, outdoor learning and other opportunities for children.
- Is an experienced leader who knows the job of public education, and can communicate the board's five-year plan to the community.
- Holds a valid Idaho administrative credential with superintendent endorsement, or is eligible for licensure as a superintendent in Idaho.
- Have the ability to improve student test scores and improve student achievement. This is of great importance to the Board of Trustees and District.

### Compensation

The Board is prepared to offer a competitive compensation package including a comprehensive benefits package and a salary range of \$105,000 - \$115,000 depending on experience.



# APPLICATION PROCESS

**Interested candidates should submit application packet no later than July 1, 2019.**

## Mail:

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

Email: [misty@idsba.org](mailto:misty@idsba.org)

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 form available at [www.idsba.org](http://www.idsba.org).
- A letter stating qualifications, educational philosophy, experience, and reasons for interest in the position.
- A current resume.
- Academic transcript including degrees.
- Two to four letters of recommendation.
- Verification that the candidate holds, or will be qualified to hold, an Idaho credential / license as a Superintendent.



## BOARD OF TRUSTEES:

- **Jody Harris**, Chair  
Self-employed (2 Years Served)
- **Bill Hamilton**, Vice Chair  
Retired (1 Year Served)
- **Bob Teeter**, Trustee  
Retired (2 Years Served)
- **Terry Jones**, Trustee  
Retired (1 Year Served)
- **Ronnie Weekes**, Trustee  
Self-Employed (1 Year Served)
- **Jefferson Jenkins**, Trustee  
Business Owner (1 Year Served)

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible.

## TIMELINE

- **Application Deadline:**  
July 1, 2019
- **Semi-Finalists Determined:**  
July 3, 2019
- **Reference Checks Conducted:**  
July 3 - July 9, 2019
- **Selection of Finalists for Interviews:**  
July 10, 2019
- **Interviews and Community Forum:**  
July 18, 2019
- **Selection of New Superintendent:**  
July 18, 2019
- **Start Date:** As soon as possible after selection.

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