

**FILER SCHOOL DISTRICT #413**

# **SUPERINTENDENT SEARCH**

**FILER, IDAHO**



**[www.filer.k12.id.us](http://www.filer.k12.id.us)**

# OUR MISSION

In partnership with students, parents, and community members, to provide a high quality education that prepares all students to be life-long learners and productive citizens contributing to our community, nation, and world.



## THE POSITION

The Filer School District Board of Trustees is seeking a highly qualified and fully certified superintendent of schools.

## THE DISTRICT AT-A-GLANCE

**Enrollment:** 1,560 students  
**Employees:** 7 administrators, 95 certified staff, 85 classified staff  
**Budget:** \$19 million  
**Schools:** Filer Elementary School  
Hollister Elementary School  
Filer Intermediate School  
Filer Middle School  
Filer High School



## THE COMMUNITY

Filer is located in central southern Idaho on the west side of Twin Falls County. With a city population of approximately 2,000, it is a small, quiet community. Many generations of families live in Filer and enjoy the small hometown feel. Filer is a rural community with a lot of agriculture. Residents and visitors enjoy attending the Twin Falls County Fair and Rodeo as well as the community park, pool, library, and more. Other sites just a quick drive away include the Snake River Canyon, Shoshone Falls, I.B. Perrine Bridge, BASE jumping, City of Rocks, Thousand Springs Scenic Byway, and countless opportunities for camping, fishing, rafting, mountain biking, and more.





# THE QUALIFICATIONS & COMPENSATION

## Experience, Education, and Leadership:

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. 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 district.
- Superintendent, building principal, central office, or comparable leadership experience.
- Strong background in curriculum, supervision, human relations skills, team building, and/or technology.
- Demonstrated ability in business practices and school law, as well as 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 rural communities in the district.
- Is an experienced leader who knows the job of public education, and can communicate the board's five-year plan to the community.
- A strong instructional leader 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.
- 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.
- Holds a valid Idaho administrative credential with superintendent endorsement, or is eligible for licensure as a superintendent in Idaho.



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## Compensation:

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

# OUR ACCOMPLISHMENTS

The Filer School District is proud of its accomplishments.

Here are just a few:

- Seagraves Grant for 36 iPads
- \$30,000 grant to implement "STEM on the GO"
- District-wide PBIS Program
- 7 State Trophies in 2018-2019
- Several Musical Productions
- Dually Enrolled CSI Students
- Senior Project Program (22 years - longest running in the State)
- Filer Technology Student Association building Go-Baby-Go vehicles for children with mobility issues
- Academic Champions Girls Golf 2018-2019
- Academic Champions Football 2018-2019

## APPLICATION PROCESS

**Interested candidates should submit applications no later than January 10, 2020.**

Names of applicants will be held in strict confidence whenever possible.

### 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 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 available at [www.idsba.org](http://www.idsba.org).



**FILER**  
**SD413**

## Board of Trustees

- **Bryce Bowman** Zone 1
- **Judy Hoffman** Zone 2
- **Bill Deetz** Zone 3
- **Fred Jaynes** Zone 4
- **Aaron Williams** Zone 5

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 Period Opens:

- December 2, 2019

### Application Deadline:

- January 10, 2020

### Semi-Finalists Determined:

- January 2020

### Reference Checks Conducted:

- January 2020

### Selection of Finalists for

### Interviews:

- February 2020

### Interviews and Community Forum:

- TBD

### Selection of New Superintendent:

- TBD

### Start Date:

- July 1, 2020

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