

NORTH GEM SCHOOL DISTRICT #149

SUPERINTENDENT SEARCH

BANCROFT, IDAHO



www.sd149.com

OUR MISSION

Build character, competence, and confidence in our students.

THE POSITION

The North Gem School District Board of Trustees is seeking a highly qualified, outstanding educational leader to serve as superintendent.

THE DISTRICT AT-A-GLANCE



- **Student Enrollment: 164 students**
- **Staff: 42 (Certified 18; Classified 24)**
- **Budget: \$2.9 million**

School: One building provides the education for 74 elementary students (grades PreK-5), 36 middle school students (grades 6-8), and 54 high school students (grades 9-12). The school also provides half-day preschool classes for students who have been identified as special needs and other children in the community. Additionally, our school district has a four-day school week and is proud of our small teacher-to-student class ratios.



The school district serves the public education needs of families living from Lund to Chesterfield, and sometimes beyond. We believe that for our students to be able to truly contribute to society in a positive way, they must develop solid moral character. We also believe that the competence our students develop through effective teaching and learning will help them provide a sustainable future. Students who are confident in their preparation and ability to learn from new experiences will be able to enjoy continuous lifelong growth. Simply stated, the combined vision and mission of the North Gem School District is “Relationships, rigor, and relevance yield character, competence, and confidence”. We call this, “R3 → C3”.



Bancroft, ID

THE COMMUNITY

Bancroft is part of the picturesque Gem Valley in Southeastern Idaho. It is a quiet community with approximately 390 residents. Our town lies in the midst of the Caribou Highlands, surrounded by beautiful mountain scenery and productive fields of grain and potatoes. We are proud of our town and want all who reside or visit here to feel of our warm country atmosphere. Bancroft sits at an elevation of 5,420 feet above sea level. It is also a railroad town and lies on the historic route of old U.S. Highway 30. Residents and visitors of Bancroft enjoy many local and nearby outdoor recreation opportunities including fishing, hunting, ATV trails, golfing, rafting, skiing, bike trails, hiking, hot springs, and snowmobiling. Additionally, in the nearby city of Pocatello, there are museums, arts, and culture activities, and much more.

OUR VISION

Relationships, rigor, and relevance are the key elements of the North Gem School District's vision. We will develop strong relationships of trust between the students, parents, community, faculty, staff, administrators, and school board. With those relationships established, we will be able to more effectively provide learning experiences that are appropriately rigorous for each individual student. With proper relationships of understanding, we will also be able to provide relevant opportunities for growth that lead to lifelong learning.

OUR ACCOMPLISHMENTS



We are proud of the accomplishments of our students, staff, and district. Here are just a few:

- 100% graduation rate
- Historically, supplemental levies have passed by more than 77% every two years with the last one in 2018.
- In 2016, a 10-year \$100,000 plant facility bond was passed.
- Cutting edge technology with ample devices for all students and teachers.
- Over 50% of our certified staff has over 10 years of teaching experience.
- District has invested in new curriculum for reading and math which has increased our reading scores by 10% and math scores by 16%.
- Started a middle school football program, Envirothon team, and business program this year.
- 1A Wrestling State Team Champions 2019
- Very supportive and active Booster Club, PTO, and community.
- North Gem High School received a 5 star rating from the Idaho State Department of Education.
- North Gem Education Foundation has contributed over \$37,000 to the district over the past two years.



THE QUALIFICATIONS

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

Experience and Education:

- 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
- Strong background in curriculum, supervision, human relations skills, team building, and technology
- Demonstrated ability in business practices, school law, and proven record in student achievement and test scores.

THE QUALIFICATIONS



Personal and Professional:

- Clear vision for rural schools and the unique issues we face with the ability to implement that vision through our strategic and continuous improvement plans.
- A strong instructional leader with effective communication skills, budgetary and finance experience, and passion for students.
- Shows respect, transparency, good judgment and integrity in relationships with trustees, teachers, staff, parents, students, and community.
- Collaborate and engage with the community in a positive manner.
- A superintendent who is active and supportive in all extracurricular activities, including athletics.

Leadership:

- Leads by example and understands the differences between leadership and management with skilled and proven abilities in both areas.
- 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.

THE COMPENSATION

The Board is prepared to offer a competitive compensation and benefits package dependent upon experience.

APPLICATION PROCESS

Interested candidates should submit applications no later than February 7, 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

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 form available at www.idsba.org.
- Prior Job Performance Release form available at 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.



**NORTH
GEM
SD149**

TIMELINE:

Application Period Opens:

- December 12, 2019

Application Deadline:

- February 7, 2020

Semi-Finalists Determined:

- February 2020

Reference Checks Conducted:

- February 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.