

Plummer-Worley School District #44

SUPERINTENDENT SEARCH

PLUMMER, IDAHO



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OUR MISSION

**Working Together to Educate and Prepare
Positive, Motivated, and Successful Citizens**

THE POSITION

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

THE DISTRICT AT-A-GLANCE



Enrollment: 368

Employees: 41 Certified, 42 Classified, 3 Administrators

Budget: \$5.7 million general fund; \$8.4 million all funds

Schools: Lakeside Elementary and Lakeside Jr/Sr High School

MORE ABOUT THE DISTRICT

Demographics of our students:

- 79% Native American
- 21% White
- 11% Hispanic
- 21% special education rate
- At Risk (grades 6-12) = 70%
- CEP School (81.07% Free & Reduced)
- Graduation Rate: 2018-19 = 73.1% 2017-18 = 60.9%
- Title 1 Schoolwide

Plummer, ID



- The District has passed supplemental levies every two years since 2013. The current amount is \$640,000 per year for the 2019-20 and 2020-21 school years.
- The District has a state authorized plant facility levy for a new elementary school which opened in 2012. It is expected to be paid off during the 2023-2024 school year.
- The District receives an annual education donation from the Coeur d'Alene Tribe each 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



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. Our location offers the advantage of 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 very active in the community and traditionally sponsors the July-Amsh Pow Wow and other cultural events which draw participants from all over the United States. The Casino hosts not only gaming but big-name concerts, comedy shows, boxing, and MMA.

Our community boasts a state of the art medical facility in Marimn Health which includes medical, vision, dental, chiropractic, counseling, 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 current construction of a Boys & Girls Club facility in Worley.

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.

The Heyburn State park, a short six mile drive away, 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.

There are several superior golf courses nearby, including the world class Circling Raven Golf Course at the Coeur d'Alene Casino.

Winter activities include downhill or cross country skiing with several ski resorts to choose from. Also available are miles of groomed snowmobile trails.

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
- Incorporation of Coeur d'Alene tribal culture into the curriculum
- Working with the Coeur d'Alene Tribal Department of Education to enhance academic and vocational resources for students
- Collaborating with Marimn Health to extend mental health services for students on site
- Positive relationship with the community

Students at Lakeside have the opportunity to be involved in many different extra-curricular activities including National Honor Society, BPA, FCCLA and ASB. Our Lakeside Knights offer students an opportunity to learn and grow in sports including football, volleyball, basketball, golf, 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:

- Is a good communicator who listens, and 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 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 communities.
- Is an experienced leader who understands public education, and can communicate the board's 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.
- Holds a valid Idaho administrative credential with superintendent endorsement, or is eligible for licensure as a superintendent in Idaho.

COMPENSATION:

The Board of Trustees is prepared to offer the selected candidate a salary range of \$95,000 - \$98,000 depending on experience as well as a comprehensive benefits package.

The ideal candidate should have a strong commitment to the Plummer-Worley community. The Board prefers that the selected candidate live no more than a 45-minute drive from the District Office.

APPLICATION PROCESS

Interested candidates should submit applications no later than January 25, 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.

**PLUMMER
WORLEY
SD44**

BOARD OF TRUSTEES:

Ryan Ortiz – 4 months of service

Tami Gauthier – 12 years of service

Ida 'JR' Gustin – 11 years of service

Jan Mitchell – 2 months of service

Sara Allen – service starts Jan. 2020

Marlow Thompson – 15 years of service

Paul Daman – 13 years of service

TIMELINE:

Application Deadline:

- January 25, 2020

Semi-Finalists Determined:

- Late-January, 2020

Reference Checks Conducted:

- February 2020

Selection of Finalists for Interviews:

- February 2020

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.