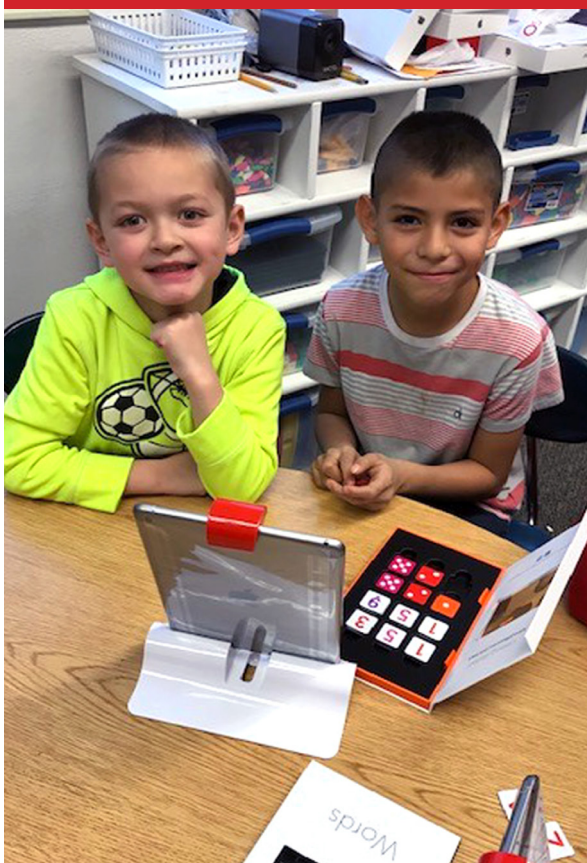


PARMA SCHOOL DISTRICT #137

SUPERINTENDENT SEARCH

PARMA, IDAHO



www.parmaschools.org



THE POSITION

The Parma School District Board of Trustees is seeking a highly qualified and experienced superintendent of schools. 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. In addition to experience, education, and leadership skills, the ideal candidate must also have a master's degree and hold (or be eligible to hold) a valid Idaho administrative credential with superintendent endorsement.

THE DISTRICT AT-A-GLANCE



Enrollment: 1,039 students

• Elementary (K-4): 373; Middle School (5-8): 339; High School (9-12): 327

Employees: 124 (6 Administrators, 60 Certified, 58 Classified)

Budget: \$8,956,354.88

THE COMMUNITY

Parma is a wonderful place to live, work, and enjoy the outdoors. It has a small town feel, agriculture fields as far as the eye can see, acreage lots available, low student to teacher ratios, lower cost of real estate, and is within a convenient distance of larger Idaho cities like Boise and Nampa. In the last decade, the city has experienced many business infrastructure improvements including the opening of agriculture storage facilities, equipment production facilities, a pharmacy, a dental office, and more. Nearby rivers and public lands provide excellent opportunities for outdoor enthusiasts. Parma residents can enjoy a variety of recreational opportunities such as fishing, hunting, camping, boating, hiking, and ATV and snowmobile riding a short distance from the city.

BOND/LEVY INFORMATION:

- In August 2019, Parma residents passed a two-year Supplemental Levy of \$450,000 each year. The Parma School District has had a Supplemental Levy as part of the general fund since 1978. The levies are used to support student learning, health and safety, athletics, activities, instructional support, technology, transportation, operations, and maintenance.
- In August 2018, a \$5,000,000 bond passed. This bond allowed for the renovation and addition to the Ag-Science Building; expansion of the high school band room; new football stadium bleachers and press box, and a new concessions/ticket booth/restrooms building; and new middle school tennis courts.

- Parma School District currently has three outstanding bonds – 2004 \$5M bond; 2009 \$5M Qualified School Construction Bond, and the 2018 \$5M bond. The 2004 bond was refinanced in 2012, and the last payment is scheduled for August of 2020.
- Parma has a history of community support when it comes to bond and levy elections. Over the past 30 years, Parma residents have approved five bonds for construction, three Plant Facilities levies, and three COSSA levies totaling over \$20 million.

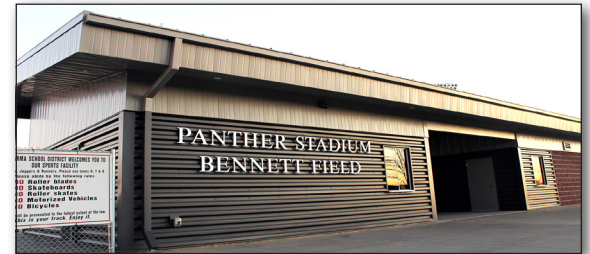


ADDITIONAL HIGHLIGHTS OF OUR DISTRICT

COSSA: Parma School District is part of a unique consortium, the Canyon-Owyhee School Service Agency. With four other districts, COSSA provides career-technical services (CTE), an alternative Jr/Sr High School, and Special Education services to the five districts. Some of the COSSA programs include Culinary Arts, Auto Mechanics, Diesel Mechanics, CNA, EMT, Welding, Building Trades, and Law Enforcement.

Parma High School:

- 95% average graduation rate for the last five years (2015-2019)
- During the 2019-2020 school year, Parma High School is offering 54 dual credit courses.
- The 2019 graduating class had:
 - Scholarship awards for the next four years totaling: \$1,659,626.00, including \$475,050.00 from local community organizations
 - 68% of the graduating class had above a 3.00 GPA
 - 93% had a positive placement (military, mission, workforce using CTE certification, and college)



- All three schools are recognized by the State of Idaho as Goal Makers.

Parma Middle School:

- 60% of 7th and 8th graders participate in one or more student athletic activities.
- ISAT scores have shown consistent and significant growth in Math and ELA over the past three years
- Great community support that is evident through strong fundraising efforts.
- Strong Band and Choir programs (6-12 grades).
- Positive culture established through SWPBIS.

Maxine Johnson Elementary:

- Tuition-free all-day kindergarten
- ISAT and IRI test scores above state average
- Schedules built to allow grade-level common preps, and specials that include music, computers, library, STEM, and PE
- Strong parent support – always at least 95% Parent/Teacher Conference participation; active Parent Involvement Team
- Strong community support including successful school fundraisers, generous donations, and high volunteerism



COMPENSATION

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



APPLICATION PROCESS

Interested candidates should submit applications no later than February 26, 2020.

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

Mail:

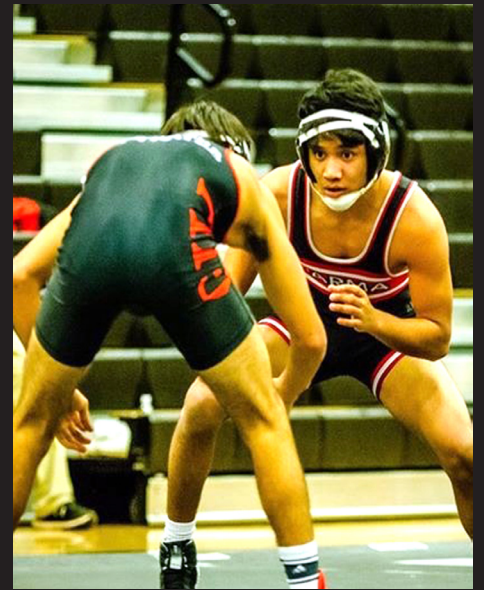
Idaho School Boards Association
Attn: Misty Swanson
PO Box 9797
Boise, ID 83707-4797
(or)

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.
- 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.



Board of Trustees

- **Rod Nielsen** – Zone 1
- **Paige Goodson** – Zone 2
- **Sara Bartles** – Zone 3
- **Kurt Kaiser** – Zone 4
- **Oney Eguia** – 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:

Position Opens:

- Open Immediately

Application Deadline:

- February 26, 2020

The Board anticipates conducting reference checks and interviews early-March and final selection late-March.