

Kalispell Public Schools Superintendent Position Profile



VISION

“Kalispell Public Schools is a great place to learn, work, and grow.”

INVITATION TO APPLY

This search is being conducted by:

*Kaleva Law Office
c/o Elizabeth Kaleva
1911 S. Higgins Ave
Missoula, MT 59801
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Application packages must be complete and accurate. Failure to do so may constitute denial of employment consideration.
In order to be fully considered, application materials must be submitted by the application deadline.

The School District

About the District:

Kalispell Public Schools has a strong tradition of offering an innovative teaching experience with broad curriculum opportunities and is well respected for exceptional instruction. The District has approximately 6,000 students and includes two comprehensive AA high schools (Flathead High and Glacier High), one middle school (Kalispell Middle School), six K-5 elementary schools (Elrod Elementary, Edgerton Elementary, Hedges Elementary, Peterson Elementary, Rankin Elementary and Russell Elementary), a state-of-the-art Agricultural Education Center, as well as alternative education opportunities for over 190 students through Linderman Education Center.

There are 13 neighboring elementary school districts whose student then attend our two high schools: Evergreen, West Valley, Lakeside/Somers, Cayuse Prairie, Fair-Mont-Egan, Creston, Deer Park, Helena Flats, Kila, Marion, Pleasant Valley, Olney-Bissell, and Smith Valley.

The over-all graduation rate for KPS is over 83% and our dropout rate is 4.23%. Our schools employ 452 certified FTE and great support staff in a wide variety of positions totaling 770 employees district wide. We pride ourselves on fostering a collaborative workplace.

Kalispell Public Schools excel in both academics and activities with strong Advanced Placement programs at Glacier High School, International Baccalaureate programs at Flathead High School and STEM – “PROJECT LEAD THE WAY” programs in both High Schools and the Middle School. PLTW focuses on Computer Science, Bio-medical, and Engineering courses taught by specially trained staff. Staff and Administration receive accolades and awards each year for their outstanding leadership in instructional practice and student achievement.

A variety of assessment data shows that Kalispell Public Schools demonstrates much stronger performance rates than the state averages and the majority of the state’s AA school districts in Math and English/Language Arts.

Although the results are encouraging, there is room for improvement in the future as the District continues on-going curriculum efforts to enhance Math and English/ Language Arts instruction. However, these results affirm that the hard work of staff and students in meeting more rigorous standard is paying dividends.



The School District

In 2016 the community approved the largest bond in the history of the school district for over \$54 million. Funds were used to build a much needed sixth elementary school and renovate the existing five elementary schools along with major improvements to Flathead High School, Linderman Education Center and the Agricultural Education Center. The new Rankin Elementary opened its doors in 2018 with approximately 400 students. In the fall of 2019 Flathead High School, Linderman Education Center and the five elementary remodels were all complete. The Ag. Ed. Center remodel was completed in the spring of 2020. A new maintenance/transportation facility is scheduled to be completed in the spring of 2023. The past and present support of the Kalispell community is evident throughout our schools.



MISSION/PURPOSE

Kalispell Public Schools provides diverse educational opportunities for all by engaging and challenging students, meeting their unique needs and preparing them to be career and/or college ready resulting in responsible citizens of our communities, state, nation and world.

BELIEFS

Kalispell Public Schools believes that:

- A safe, nurturing, supportive, and engaging learning environment is foundational.
- The best decisions put students first.
- Every student will learn and succeed.
- High expectations produce high achievement.
- Our students and staff are our most valuable asset.
- Our staff deserves our support and the best resources we can provide to meet the diverse needs of our students.
- Excellent schools positively impact our communities.
- We are stewards of the public trust.

The Community

Lifestyle

Nestled in the heart of the Flathead Valley, Kalispell, Montana is located in the northwest corner of the state surrounded by Glacier National Park, Flathead Lake and Whitefish Mountain Ski Resort.

Surrounded on all sides by majestic beauty, Kalispell residents have plenty of elbow room and the best backyard in the country. It is truly a playground for all seasons.

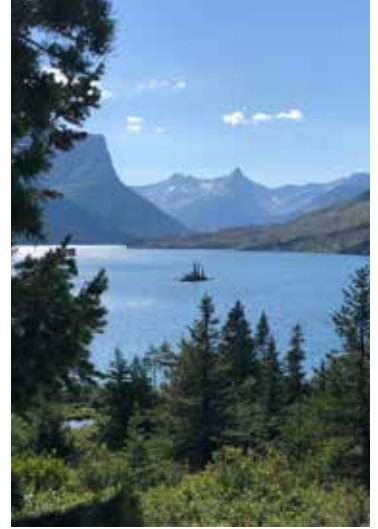
The name Kalispell is a Salish word meaning “flat land above the lake.”

Kalispell was founded in 1891 with the coming of the Great Northern Railway. It grew substantially as an agricultural and, later, recreational community. Healthcare in Flathead County is the leading industry, together with a strong technology, manufacturing, and tourism industry.

Flathead Valley Community College was founded in Kalispell in 1967.

Kalispell is the retail, professional, medical, and governmental center of Northwest Montana, affording world-class career opportunities, small-town charm, and big-city luxuries.

The community of Kalispell and the surrounding areas are filled with people who are warm and welcoming. The beauty of the Kalispell area is truly majestic. The successful candidate will lead Kalispell Public Schools into the future and enjoy a quality of life that is unmatched.

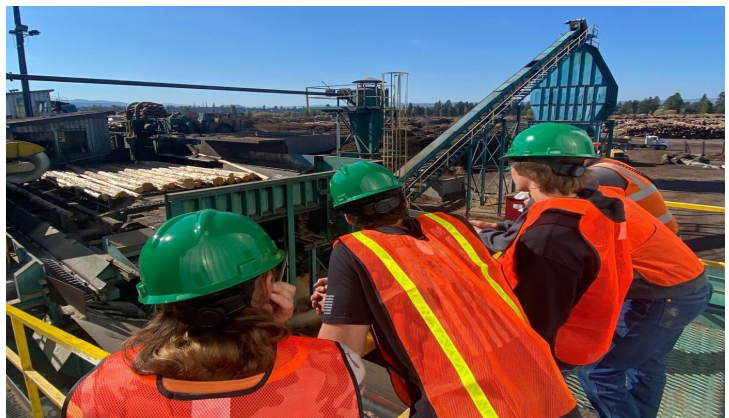


The Opportunity and Expectations

General Responsibilities

The Superintendent serves as the senior leader of a school district and is responsible for overseeing operations and developing a long-range strategic plan for growth and sustainability. As the leader of Kalispell Public Schools, this position is responsible for the development, supervision, and oversight of the school program, operations and facilities. The Superintendent must be a strong advocate for the District and work closely with all constituents as it relates to continued funding to support academic success. The Superintendent must be able to develop a clear vision for the District which supports excellence in education and instruction. The Superintendent is expected to develop positive relationships with parents, school board members and the community. The Superintendent is expected to cultivate a strong team work environment with staff by developing a clear purpose, a strong culture, and a collaborative environment that builds morale and promotes productivity and communication. Specific job responsibilities of the Superintendent shall include the following and shall be performed directly by or be delegated by the Superintendent:

For a complete job description, please [click here](#).



The Strategic Plan 2022-2027

View Strategic Plan Online

GOAL 1: SAFE ENVIRONMENT

Within each school building, Kalispell Public Schools will create a climate and culture that makes each student feel valued, supported, and respected.

- All schools will provide strategies that are foundational to students' academic success to include: self-management skills, relationship skills, and responsible decision-making skills.
- All schools will implement a consistent set of best practices to include: student expectations and consequences, restorative practices, suicide prevention, crisis prevention, and response.
- All schools will provide opportunities for cross-grade level interactions and/or mentor programs.



VISION STATEMENT

Kalispell Public Schools is a great place to learn, work and grow.



GOAL 2: SYSTEMS OF SUPPORT

Within each school building, Kalispell Public Schools will maintain a tiered system of supports (SOS) that address the academic and behavioral needs of our students, recognizing that cognitive and social-emotional skills must be taught to educate the whole child.

- All schools will provide evidence-based academic, behavioral, intervention, enrichment, and whole-child instruction.
- All schools will engage in a process to analyze and progress-monitor student assessment data (e.g., academic, behavioral, climate, graduation, attendance).
- All schools will collaboratively analyze data and problem-solve students' strengths and needs (e.g., departments, learning communities, SOS teams).

GOAL 3: CHALLENGING AND DIVERSE LEARNING ENVIRONMENT

Within each school building, Kalispell Public Schools will offer rigorous educational programs, activities, and experiences that are designed to support the skills, talents, and abilities of all students. All schools will implement goals necessary to create a personalized learning environment for all students.

- All schools will engage in Professional Development (e.g., PLC, teams, departments, grade levels) to define and assess competency in academic areas.
- All schools will expand access for all students to experience enrichment activities outside of the classroom setting.
- All schools will develop a site-specific plan outlining a flexible system of pupil-centered learning to include: personalized learning, competency-based education, experience-based learning, career pathway exploration, and whole-child development.



MISSION STATEMENT

Kalispell Public Schools engages students in personalized and diverse opportunities that empower individuals to become lifelong learners and responsible citizens.



GOAL 4: FAMILY AND COMMUNITY ENGAGEMENT

Within each school building, Kalispell Public Schools will form meaningful partnerships with students, families, community, partner districts, and other stakeholders.

- All schools will develop a plan that supports two-way communication with students, staff, families, and the community.
- All schools will have a process to coordinate and support volunteer opportunities for students, staff, families, and the community.
- The Board and staff will establish an outreach program with partner districts to build relationships for cooperative efforts.

GOAL 5: HIGHLY EFFECTIVE AND WELL TRAINED STAFF

Within each school building, Kalispell Public Schools will recruit, train, and support the intellectual growth and well-being of our staff, retaining high quality and effective personnel.

- The District will engage in a variety of efforts (e.g., job fairs, partnerships with local universities, social media) to recruit highly qualified staff.
- All schools will participate in the K.E.E.P. induction/mentoring program to support and retain newly hired certified staff.
- All schools will implement a professional development plan that provides diverse offerings and encourages teacher leaders/staff trainers (e.g., areas of the teacher evaluation tool, transformational learning, System of Supports).
- The District will develop a wellness/mental health program to support the well-being of all staff.



GOAL 6: MANAGEMENT AND PRIORITIZATION OF RESOURCES

Kalispell Public Schools will implement processes to use resources effectively and efficiently.

- The District will provide opportunities for staff and the community to participate in district-level committees.
- The District and key stakeholders will collaborate to develop a five year revenue stream and align the budget to priorities (e.g., bonds, levies, grants, and other income to support buildings, infrastructure, technology, and curriculum).
- The District and key stakeholders will complete a long range facilities plan.

Application Requirements

Job Title: Superintendent of Kalispell Public Schools

Salary Range: \$175,000-\$185,000 plus competitive benefits*
Salary and term of contract will be dependent on experience, education and fit for the District.

Closing Date: Tuesday, April 11, 2023 at 5:00 pm,

MST Minimum Qualifications

- Master's degree or better in school administration; AND
- Valid Montana Administrator's certification with appropriate administrative endorsements upon hire; AND
- Minimum of five years' experience in school administration.

Preferred Qualifications

- Experience as a school district superintendent.
- Experience working with Montana special education laws, policies and regulations.

Knowledge, Skills and Abilities

- Ability to build and maintain effective professional relationships with staff, students, parents/guardians, and the public.
- Ability to establish a clear vision for the District and be recognized as an instructional leader.
- Ability to effectively lead with integrity and inspire a collaborative team oriented environment focused on the education and support of our children.
- Ability to maintain a high standard of excellence as it relates to your role as Superintendent.
- Ability to effectively communicate the state of the District to a variety of constituents.
- Ability to engage with and respond to questions from staff, students, parents/guardians and the public.
- Exceptional listening skills with the ability to facilitate and collaborate with others.
- Ability to direct staff to achieve standards of excellence, monitor progress and evaluate performance.
- Ability to manage politics, adapt to change and lead by example while keeping the vision of the District as priority.
- Ability to apply knowledge of current research and theory in specific field.
- Ability to maintain staff and student confidentiality.
- Ability to maintain regular and acceptable attendance levels.
- Ability to work effectively with people from a variety of culturally diverse backgrounds.
- Ability to follow directions and multi-task.
- Skill in organization to provide effective administration.
- Proficient with the use of computers and other technology.

The following application materials must be submitted to be considered:

1. A completed Application Form.
2. A cover letter.
3. A resume.
4. Three (3) letters of professional reference.
5. A copy of your current administrative certificate.

Application materials may be submitted in person, by email, by mail, or by fax. Applications must be received at Kaleva Law Office, c/o Elizabeth Kaleva, by 5:00 p.m. on April 11, 2023. Application and supporting materials will not be returned.

Submit completed applications to:

Kaleva Law Office
c/o Elizabeth Kaleva
1911 S. Higgins Ave
Missoula, MT 59801
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eakaleva@kalevalaw.com