

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:



Develop the full potential of each child through school board leadership.

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

MISSION STATEMENT

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

KPS BELIEVES...

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 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 180 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 84% and our dropout rate is 3.5%. Our schools employ 444 certified FTE and great support staff in a wide variety of positions totaling 750 employees district wide. We pride ourselves on fostering a team-orientated, collaborative workplace.

Kalispell Public Schools excels 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, the district will continue 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

GOALS

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.

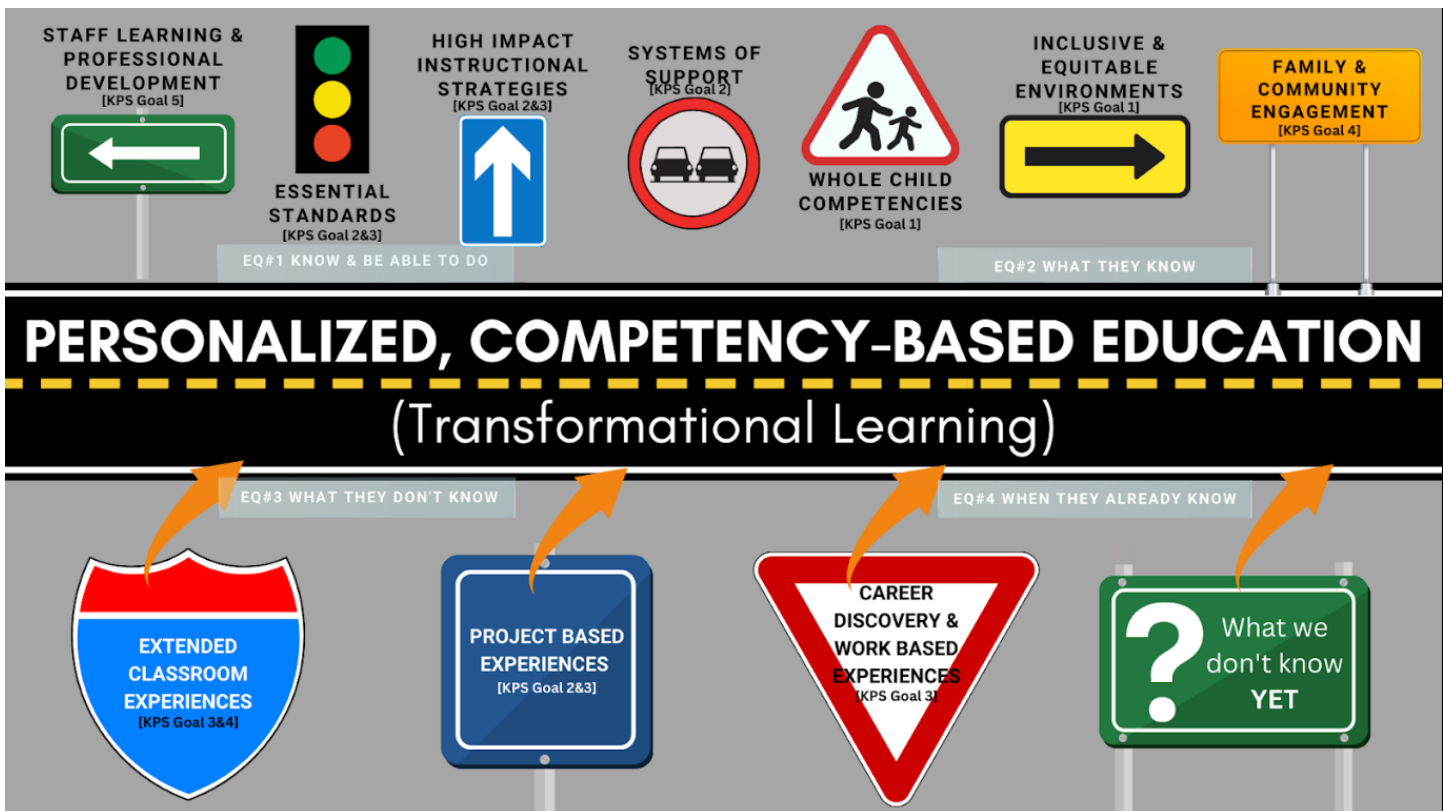
Goal 2 - Systems of Support: Within each school building, Kalispell Public Schools will maintain a tiered system of supports (SOS) that address the academic and behavioral needs of our students, recognizing that cognitive and socialemotional skills must be taught to educate the whole child.

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.

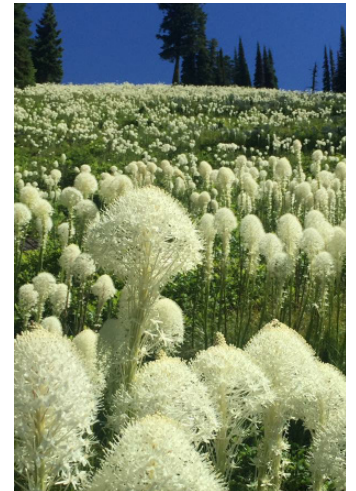
Goal 4 - Family and Community Engagement: Within each school building, Kalispell Public Schools will form meaningful partnerships with students, families, community, partner districts, and other stakeholders.

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.

Goal 6 - Management and Prioritization of Resources: Kalispell Public Schools will implement processes to use resources effectively and efficiently.



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 with the best interest of students in mind.

As the leader of Kalispell Public Schools, this position requires a creative, outside of the box thinker who 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 of each student in Kalispell Public Schools.

The Superintendent should be a visionary leader and must be able to create a path 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. Superintendent should be prepared and be proactive in budget development and management.

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.

[Click here to see a full job description.](#)

Application Requirements

Job Title: Superintendent of Kalispell Public Schools

Salary Range: \$165,000 - \$185,000 DOE plus competitive benefits*

**Salary and term of contract will be determined in the sole discretion of the Board of Trustees and dependent on experience, education and fit for the District.*

Closing Date: Friday, January 12, 2024 at 4:00 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 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. Completed MTSBA application form (mtsba.org) and signed release. [Click here to access forms](#)
2. Letter of application.
3. Resume.
4. A minimum of three (3) letters of professional reference.
5. Copy of Montana Class III Administrative Certificate showing Superintendent endorsement or information demonstrating ability to obtain such a certificate. Go to www.opi.mt.gov and click on Educator Licensure tab for information on in-state certification.
6. Copy of college transcripts.
7. Supplemental Questions: Please include either a link to a video response (under 3 minutes) OR a written response (under 250 words) to the following two prompts:
 1. Describe how you have promoted community involvement/support in your former school systems and how would you see yourself accomplishing this goal for Kalispell Public Schools.
 2. Describe your experience with Personalized Competency-Based Education, Work-Based Learning, and/or Transformational Learning and also describe how closely this aligns with your personal philosophy of education and where you could lead our district.

Submit completed application packet ELECTRONICALLY to: Andrew Vigeland (see contact information below).