

Parma School District #137

SUPERINTENDENT SEARCH

PARMA, IDAHO



www.parmaschools.org

THE POSITION

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



THE DISTRICT AT-A-GLANCE

Student Enrollment: 1,022

- Maxine Johnson Elementary (K-4): 393
- Parma Middle School (5-8): 309
- Parma High School (9-12): 320

Employees: 125

- Certified: 63
- Classified: 56
- Administrators: 6

General Fund Budget: \$11,269,795.04

Bond/Levy Statistics:

- **In August of 2023, Parma residents passed a two-year Supplemental Levy of \$400,000 each year.** The Parma School District has had a Supplemental Levy as part of the general fund since 1978 and a COSSA levy since 1983. The levies (supplemental, tort and COSSA) represent approximately 13% of our annual operating expenditures. The levies are used to support salaries/benefits not covered by state funding, school resource officers, coaching stipends, technology, transportation, to allow students to play sports without paying a fee, and the operation of Canyon Owyhee School Service Agency (COSSA).
- **Parma School District currently has two outstanding bonds** – 2009 \$5M Qualified School Construction Bond and 2018 \$5M bond. The 2009 QSCB is scheduled to have final payment in September 2025.
- **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 \$25 million.
- **Parma School District is part of a unique consortium, COSSA, with four other districts** – Homedale, Marsing, Notus and Wilder. COSSA provides career-technical services (CTE), alternative Jr/Sr High School, and Special Education services to the five districts. For the 2023-2024 school year, Parma High School has 20% of their 11th/12th graders participating in CTE programs. These programs include EMT, Engineering Technology, Certified Welding, Heavy Equipment/Diesel Technology, Nursing Asst., Culinary Arts, Auto, and Law Enforcement. 15% of our sophomore class is enrolled in Auto 1 class.
- **Full time counselors in each building and district school nurse (RN)**
- **Commitment to small class sizes**



DISTRICT STATISTICS/HIGHLIGHTS

Parma High School

- 96% average graduation rate for the last five years (2018-2022).
- During the 2023-2024 school year, Parma High School is offering 57 dual credits.
- The 2023 graduating class had scholarship awards for the next four years totaling: \$2,049,173.00.
 - \$385,925 was from local community organizations.
 - 100% had a positive placement (3 went into military, 4 went on a mission, 10 went into the workforce, 11 graduated with a CTE diploma, 1 graduated with an associate's degree and 42 went to college).
- Three PHS alumni received their FFA American Degree Award.
- Eight Future Hispanic Leaders of America (FHLA) students were awarded scholarships to College of Idaho.
- Girls Basketball team was awarded the 2024 State 3A Sportsmanship Award.



Parma Middle School

- Houses grades 5 - 8, Title I classification.
- Multiple opportunities for students to participate in school-wide or grade-wide leadership roles.
- Students can participate in 7 different sports and 7 different clubs year-round.
- All students participate in Band, Choir, Art, Agriculture, or Technology courses.
- Strong parent and community support, evident through strong fundraising efforts and multiple PTO-sponsored after-school events and activities.
- Math and ELA classes are offered in a block, providing more time for instruction and intervention for all students.
- The COSSA Extended Resource Program is housed in Parma Middle School, bringing many students from across the SRV to learn and engage in our community.
- Highly collaborative and professional staff.
- The Parma Community Resource Center and the Parma Learning Center are both housed in Parma Middle School, and serve hundreds of students and families outside of the school day.
- Positive culture established through PBIS.



DISTRICT STATISTICS/HIGHLIGHTS

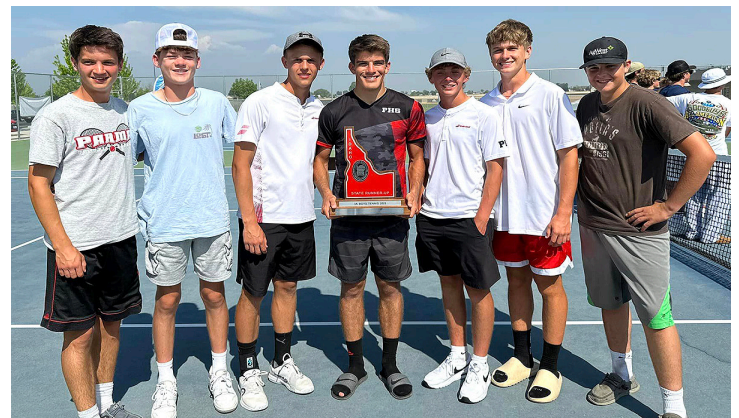


Maxine Johnson Elementary

- All-day Kindergarten
- ISAT, IRI test scores above state average
- IRI Scores among the top in the state for LEP students in schools with 60-65% free and reduced Lunch
- Strong parent support – always at least 95% Parent/Teacher Conference participation rate; strong Parent Involvement Team; donations of supplies and clothing
- Strong community support – successful school fundraiser: Panther Cub Fun Run \$18,000 + school bonds and levies pass
- Positive and professional culture
- Staff wants to do whatever it takes to help students achieve
- Small district and the proximity of the buildings is great for all to work together
- Schedules built to allow grade level common preps, specials that include music, computers/library, library, STEM, and PE

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.



THE 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 April 8, 2024.

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

The Idaho School Boards Association uses an online application system. Please visit the Association's website: <https://www.idsba.org/current-superintendent-searches/> for more information about this search.

For guidance on how to apply through the Revelus online application system please visit the Revelus website at: <https://idsba.myrevelus.com/>.

If you have questions, please contact Katie Russell at the ISBA Office: katie@idsba.org or (208) 854-1476.

A completed application packet for superintendent should include:

- Application on Revelus site: <https://idsba.myrevelus.com> (Documents to be uploaded to Revelus)
- A letter stating qualifications, educational philosophy, experience, and reasons for interest in the position.
- A current resume.
- Academic transcript including degrees.
- Three 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:

- Trustee Zone 1 - Dennis Atkinson
- Trustee Zone 2 - Stuart Beswick
- Trustee Zone 3 - Sara Bartles
- Trustee Zone 4 - Kurt Kaiser
- Trustee Zone 5 - Oney Eguia

TIMELINE:

Application Period Opens:

- March, 2024

Application Deadline:

- April 8, 2024

Semi-Finalists Determined:

- April, 2024

Selection of Finalists for Interviews:

- April, 2024

Interviews and Community Forum:

- April, 2024

Selection of New Superintendent:

- April/May, 2024

Start Date:

- July 1, 2024

The above timeline is a draft and is subject to possible change in the future.