



MOUNTAIN VIEW SCHOOL DISTRICT

Superintendent of Schools

Susquehanna County, Pennsylvania

A Community's Commitment to Excellence

The **Mountain View School District Board of School Directors** is seeking an accomplished, collaborative, and highly respected educational leader to serve as its next **Superintendent of Schools**.

Located in scenic Susquehanna County, midway between the greater Scranton, Pennsylvania and Binghamton, New York areas, Mountain View School District serves approximately **900 students** across a 195-square-mile region. The District's Pre-K–6 Elementary Center and 7–12 Junior-Senior High School share a picturesque campus and reflect a community that values its schools, its rural heritage, and its commitment to providing students with an outstanding educational experience.

The District's mission is to provide students with a **safe, welcoming environment for developing the skills necessary to become committed contributors to their community**. Guided by its vision, "**A Community's Commitment to Excellence**," Mountain View seeks a Superintendent who will honor the strengths and traditions of the District while providing the leadership, vision, and innovation necessary to move the school community confidently into the future.

THE SUCCESSFUL CANDIDATE

The Board seeks an experienced educational leader who demonstrates **integrity, transparency, compassion, confidence, and grit** and who understands that effective leadership is built upon trust, communication, accountability, and strong relationships.

The next Superintendent will be expected to:

- **Lead with transparency and integrity**, establishing open, honest, and consistent communication with the Board, staff, families, and community.
- Provide strong **instructional leadership**, maintaining high expectations for teaching and learning while advancing rigorous curriculum, effective instruction, innovation, and

continuous improvement in student achievement, with an emphasis on developing students' critical thinking and problem-solving skills.

- Demonstrate strong **financial and business acumen**, ensuring responsible stewardship of District resources, effective long-term financial planning, and sound operational decision-making.
- Build and sustain a **positive, collaborative organizational culture** grounded in trust, accountability, respect, and teamwork.
- Recruit, develop, mentor, and retain **high-quality faculty, staff, and administrators**, supporting professional growth while maintaining clear expectations and accountability.
- Establish a strong and productive **partnership with the Board of School Directors**, respecting governance roles, providing sound recommendations, and ensuring Board members have the information necessary to make informed decisions.
- Be a **visible, approachable, and engaged leader** who develops meaningful relationships with students, employees, families, community members, and regional partners.
- Lead strategic planning and organizational improvement with the ability to balance **innovation and change with the traditions and values of the Mountain View community**.
- Demonstrate excellent **communication, organizational, interpersonal, and decision-making skills**, along with the confidence and sound judgment necessary to navigate complex educational and community issues.
- Position Mountain View School District for **long-term academic, organizational, and financial success**.

DESIRED LEADERSHIP PROFILE

The successful candidate will bring a proven record of educational leadership and a demonstrated ability to inspire confidence in others. The Board particularly values a leader who is **curious and compassionate; confident without arrogance; calm and composed under pressure; willing to listen before acting; and capable of making thoughtful, well-informed decisions and clearly communicating the rationale behind them**.

Candidates should possess a strong understanding of curriculum and instruction, school finance, personnel management, operations, governance, community relations, and the increasingly complex legal and regulatory environment facing Pennsylvania public schools.

Above all, Mountain View seeks a Superintendent who will become an active and trusted member of the school community and who shares the District's belief that **every voice should be heard, respected, and valued and every student should be challenged and supported in developing his or her individual potential and sense of purpose**.

QUALIFICATIONS

Candidates must possess or be eligible to obtain a **Pennsylvania Letter of Eligibility for Superintendent** and demonstrate a proven record of successful educational leadership. District-level or central office administrative experience is preferred. Candidates must possess exceptional communication, interpersonal, organizational, and leadership skills.

COMPENSATION

A **regionally competitive salary and comprehensive benefits package** will be offered commensurate with the successful candidate's experience, qualifications, and credentials.

APPLICATION REQUIREMENTS

Interested candidates should submit:

- Letter of interest
- Current résumé
- Certifications and credentials
- Official transcripts
- Three (3) current letters of reference

Application Deadline: October 5, 2026

Anticipated Start Date: November 16, 2026

Submit application materials to:

Mr. Tracy Flynn, Board President

tflynn@mvsd.net

11748 State Route 106

Kingsley, PA 18826

Mountain View School District

"A Community's Commitment to Excellence"

Mountain View School District is an Equal Opportunity Employer.