

Beaverhead County High School Superintendent/Principal Position Profile



HOME OF THE BEAVERS

MISSION

To provide a safe environment where students will achieve academically,
grow emotionally, and develop socially.

INVITATION TO APPLY

This search is being conducted by:



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

Application package 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 packaged in a single PDF and electronically submitted by the application deadline.

The School District



About the District:

Beaverhead County High School (BCHS) is a class A school located in Dillon, Montana. We are a county high school that serves students entering from six rural elementary districts (Wisdom, Wise River, Jackson, Polaris, Reichle and Grant) and District 10 (Dillon Elementary).

At BCBS, we believe that the success of a great school is tied to the active and engaged involvement of all stakeholders, including students, staff, the School Board, families and the community. This collaborative approach fosters a supportive environment where everyone feels valued and invested in student success. We are seeking a visionary leader who embraces this philosophy and is dedicated to building on our strong foundation of shared responsibility and partnership to further enhance our school's culture, academic achievements and community connections.

Beaverhead County High School takes great pride in our strong school culture, built on mutual respect and collaboration. Central to our success is our well-developed Multi-Tiered System of Supports (MTSS) framework designed to help students thrive academically, socially and emotionally. From targeted interventions to comprehensive programs that address individual needs, we are committed to ensuring that every child has the tools and resources they need to succeed. Our dedication to fostering a positive environment empowers students to achieve their full potential and prepares them for lifelong success.

Facilities:

Beaverhead County High School's instructional campus includes three buildings, the Main Building, Agriculture, Science and Industrial Technology Building (ASIT) Building and the BW Lodge Gymnasium. The Main building and the ASIT and BW Lodge are separated by Atlantic Street which is a state highway. The Main building houses a number of instructional classrooms, the counseling center, library, computer labs, the student commons area, the auditorium, an auxiliary gym, the main office, the business office and the administrative offices. The ASIT building houses our science classes with lab space, a math classroom, an IT classroom and woodshop, and an Ag classroom and shop. The BW Lodge includes our music classrooms, the main gym, a seminar room with lobby, the weight room and a wrestling room. The Bus Barn is located off campus and houses our school busses.

In the spring of 2017, BCBS successfully passed a \$9.85-million-dollar bond that allowed us to upgrade our main building and BW Lodge and build a new building with new science classrooms and labs as well as a new classrooms and shops for our Industrial Arts and Agriculture education programs.



The School District

About the District:

Other:

The Beaverhead County High School transportation department travels almost 1000 miles each day on 12 bus routes to get students to and from school. Although we are a county high school, we provide transportation for all K-12 students who attend Beaverhead County High School and District 10, including Parkview Elementary and the Dillon Middle School.

Students: 9th grade - 100, 10th grade - 89, 11th grade - 75, 12th grade - 77 (2024-25)

Staff: Administration - 2, District Clerk - 1, Activities Director - 1, Counselor - 1, Technology Director - 1, Full-time Certified - 21, Part-time Certified Staff - 1, Full-time Instructional Classified Staff - 4, Part-time Instructional Classified Staff - 4, Full Time (NI) Classified Staff - 5

Dual Credit Students (UM Western/MT Tech Highland) - Fall Enrollments 79 and Spring Enrollments 50 (2023-2024)

School Vision: We are a school that prepares our students with skills to succeed in the ever-changing world.

School Credo

(Beaver Basics):

Be Responsible
Come Prepared
Have Good Character
Show Respect

School Values:

Safety and Learning
Learning for All
Open Communication
Functional & Adequate Facilities

School Beliefs:

- We believe a safe and positive environment is the foundation to educational success.
- We believe all students can learn and grow.
- We believe strong educators delivering high-quality instruction are essential to student learning.
- We believe that educational success is the shared responsibility of the school, students, families, and the community.
- We believe honoring diversity strengthens our school community.
- We believe engaging students in school sponsored Co-Curricular/Extra-Curricular activities enhances academic and achievement and overall development.
- We believe empowering students to become life-long learners leads to success in our continuously changing world.



The School District

About the District:

SCHOOL GOALS

To Provide a Safe Environment

- Intervention and prevention crisis plan and protocols
- Staff and student online safety plan and protocols
- Student mental health plan and interventions
- Maintain high quality safe facilities and protocols
- Facility assessment and a three-year plan of improvement

To Improve Student Achievement and Learning

- Use PLC Process to identify key standards for literacy in Math, Reading and Language Arts and Science
- Continue MBI, Tier II, Olweus Systems of Support
- Attendance and balance value of in-class time with out of classroom opportunities
- Create a classroom environment that supports personalized instruction that fosters high levels of learning that inspire excited, motivated and engaged learners.

To Improve Effective Communication

- Perception surveys (parents, staff, students and community)
- Establish system of communication to stakeholders
- Maintain accurate and current contact information

To Improve Instructional Practice and Assessment Strategies

- Develop Systematic Analysis of Triangulated Data (Progress Monitoring, MAPS & Course Proficiency)
- High Quality Staff Development
- Student Engagement Strategies
- Teacher Clarity and Elevating Student Learning Goals and Strategies

Along with our academic excellence we are very proud of our success in athletics and the many achievements of our students who participate in our co-curricular programs.

State Championships:

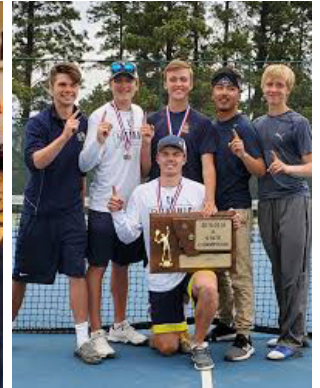
Since 2000 BCHS has earned 26 State Championships in the following areas:

- Boys Cross Country (2006)
- Boys & Girls Golf (2002)
- Football (2000, 2003, 2005, 2006, 2011, 2013, 2014, 2016, 2023)
- Boys Basketball (2007, 2009, 2012, 2016, 2017, 2024)
- Girls Basketball (2003)
- Boys Tennis (2019)
- Girls Tennis (2005)
- Boys Track & Field (2016, 2019, 2022)



The School District

About the District:



Club Accolades:

FCCLA:

- Montana Gold Star Chapter (2019, 2020, 2021, 2022, 2023, 2024)
- Largest Chapter in Montana (2021-2024)
- Montana FCCLA State Officer (2023-2024)
- Montana Adviser of the Year (2022)
- Place winner for Montana Vision Zero Projects (2023, 2021, 2020)

FFA:

- Montana FFA State Star Chapter (2018, 2019, 2020, 2021, 2022, 2023, 2024)
- National FFA Three-Star Chapter (2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024)
- National FFA Premier Chapter Top 10 National Finalist (2023 & 2024)
- State Winning FFA Veterinary Science Team 2022
- 50+ State FFA Degree recipients since 2019
- Montana FFA State Star Farmer 2023 - Gavin Garrison
- Montana FFA State Winning Swine Proficiency Award 2024 - Tel Holland
- Montana FFA State Winning Secretary's Book 2024 - Faye Holland

Band:

- All State Band and Orchestra Participants every year
- Students regularly accepted to All Northwest.
- Superior Ratings for Symphonic Band at the District Level each year
- Superior Ratings for Jazz Band at the District Level each year
- Numerous Superior Ratings for Woodwind Ensemble & Brass Choir-District & State levels
- Numerous Superior Ratings for Soloists & small ensembles at the District & State levels.
- Four+ Students accepted to All Star Band Festival each year

Choir:

- All State Choir Participants every year
- Barbershop Festival - February (2017, 2018, 2019, 2021, 2022, 2023, 2024)
- Tenor Bass Festival - MSU (2023, 2025)
- Treble SSAA Festival - MSU (2022, 2024)
- Treble Festival Missoula - (2016, 2017, 2018, 2019, 2020)
- ACDA NW Honor Choir - Katie Van Slyke 2020
- NAFME NW Honor Choirs, Treble and Mixed Choir (2017, 2019, 2023)



The School District

Athletics, Clubs and Organizations

Athletics

Baseball	Softball
Basketball (boys and girls)	Tennis (boys and girls)
Cheerleading (boys and girls)	Track and Field (boys and girls)
Cross Country (boys and girls)	Volleyball
Football	Wrestling (boys and girls)
Golf (boys and girls)	

Academic Olympics – It is a fun group of students who like to test their knowledge of a wide variety of subjects. We use a buzzer system for practice so students must be bold and quick!

Art Club – Art Club aims to incorporate and promote art and creativity into the school and the public by partnering with the community and carrying out volunteer projects. Members will express their creativity and develop their communication and service skills.

Band – Pep band plays for football, volleyball and basketball games. They provide school spirit, entertainment and great music to cheer on our teams. You must be enrolled in intermediate, Symphonic or Jazz band to participate in pep band.

BeatBox-Barbershop Club – Barbershop is the American art form of singing in close four-part harmony. Beat Boxing is a vocal technique of creating percussion sounds with the voice. This club explores singing BeatBox and Barbershop harmonies, listen to both styles of music and enjoy making great music together.

B-Club – Varsity lettermen participate in community service and school projects such as painting the B.

Chess Club – Members meet weekly during lunch to play chess.

Chorus – Treble Chorus P5, Men's Chorus P6, Teen Tones P7, and Mixed Ensemble. Choir offers students the opportunity to gain vocal skills, self-confidence, poise, and opportunity to grow musically and be part of a group that creates beauty through music every day.

Mixed Ensemble, extra-curricular auditioned choir – This group includes invited singers from men's Chorus and Teen Tones who have the great privilege of performing the National Anthem for sporting events and community activities.



The School District

Athletics, Clubs and Organizations

Drama Club – Drama club promotes and supports the dramatic performing arts in our community through field trips to local performances and the production of a school play each year.

Family, Career and Community Leaders of America (FCCLA) – A national Career and Technical Student Organization that provides personal growth, leadership development, and career preparation opportunities for students in Family and Consumer Sciences education.

FFA – Students who are enrolled in at least one semester of Ag Education each year is eligible to participate in FFA. There are different opportunities for travel to leadership conferences and competitions including travel to national FFA convention to compete and attend workshops and listen to motivational speeches.

Honor Society – Students with a 3.5 cumulative GPA apply to be considered for membership. Members are chosen by a faculty committee based on their leadership and service both in the school and in the community and must complete a 12 hour individual service project each year they are members.

Key Club – Members work hard to better our school and community through service. Members are in charge of several events during the year, such as Winter Formal and Kindness Week. Key Club is a nationally recognized association which partners with Kiwanis and several charity organizations such as March of Dimes and UNICEF.

Literary Club – Literary Club accepts original stories, poetry, plays, and artwork created by current BCHS students and publishes these works in a literary magazine. A board of student-editors make selections pertaining to accepted works, magazine layout, production and distribution.

Robotics Club – A club that dives into coding, engineering, 3-D printers, to name a few activities. These students work together to build and code a robot to reach the desired goal and mission.

Student Government – BCHS student council serves to engage students in learning about democracy and leadership. Representatives and class officers work with administration and staff to make decisions to benefit the school as a whole.

Yearbook – Students collaborate creatively using graphic design software and taking photographs to create the school's yearbook. Students learn business and management skills as they sell ads to publish the book.



The Community



Lifestyle

Dillon, Montana, offers an exceptional quality of life for educators seeking a blend of professional opportunity and community connection. Nestled in the breathtaking Beaverhead Valley and surrounded by seven mountain ranges, Dillon boasts stunning landscapes and abundant outdoor recreation, from hiking and fishing to skiing and snowmobiling. The mild winters and cool summer nights add to its charm.

Sharing the Dillon community with the University of Montana Western, enhances educational and cultural experiences, providing access to professional development, collaborations, and enriching events. Dillon is also rich in agriculture and history, creating a unique, close-knit community where residents share a strong commitment to education.

Recognized as one of “America’s Prettiest Towns” by Forbes, Dillon combines small-town charm with modern amenities. The area features a state-of-the-art hospital, highly ranked schools, and easy access to destinations like Yellowstone National Park and Bozeman.

Dillon truly offers a lifestyle where personal fulfillment and professional success go hand in hand.



The Opportunity and Expectations



General Responsibilities

The Superintendent/Principal serves as the senior leader of the school district and is responsible for overseeing operations and developing a long-range strategic plan for growth and sustainability. As the leader of Beaverhead County High School, 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 environment with staff by developing a clear purpose, a strong culture, and a collaborative environment that builds morale and promotes productivity and communication.



Application Requirements

Job Title: Superintendent / Principal of Beaverhead County High School

Salary Range: \$120,000 - \$140,000. *Salary and term of contract will be dependent on experience, education and fit for the District.*

Closing Date: Friday, January 10, 2025, 4:00 pm (Mountain Time)

Minimum Qualifications

- Master's degree or better in school administration or information demonstrating ability to obtain such a certificate; AND
- Valid Montana Administrator's certification with appropriate administrative endorsements upon hire

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.
- Ability to further community engagement.
- 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.
- 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: The Board of Trustees will consider the form, content, and style of your responses. Please limit response to each question to two hundred and fifty (250) words or less.
 - Identify three qualities, which will characterize successful educators in the next decade and reflect on the personal/professional attributes you bring to the superintendency which demonstrates those qualities.
 - Our budget reflects the priorities of the District and of the school community. Please share your ideas and experience in developing a school district budget that allows for staff and public involvement. Describe how you would articulate the priorities reflected in that budget to the school community.
 - Please describe your leadership style and approach when it comes to problem solving, supervising employees and delegating responsibilities.

Submit completed PDF application packet ELECTRONICALLY to: Lindsay Ford (see contact information below).

