

Custer Public Schools Superintendent with Principal Duties Position Profile



Home of the Rebels

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:

Located 47 miles east of Billings on I-94, Custer offers small town living with the convenience of having a metropolitan area less than an hour away. In Custer you will find a friendly, welcoming community and a great school system.

This K-12 school offers a 4-day week with plenty of activities and sports to pique the interest of our students. Small class sizes allow our knowledgeable teaching staff to offer one-on-one instruction to help our students excel. Number of students: 94 | Staff: 25 regular employees (excluding coaches and subs).

Custer Public Schools Mission Statement

In cooperation with the community it serves, Custer Public Schools mission is to provide our students with the highest quality education so that every student has the opportunity to achieve his or her full personal and academic potential; and to challenge our students to be productive and engaged citizens who are prepared to excel in our ever-changing world.

Along with the Custer Community and School Support Foundation, our Custer PTO and Custer/Hysham Booster Club help support our students and staff through donations, activities, and volunteering.

Club Activities: BPA, FFA, Student Council, Theater Club, Smithsonian, C-Club

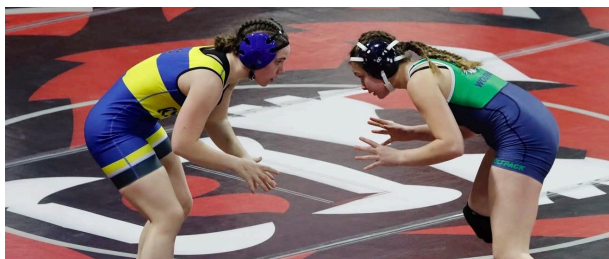
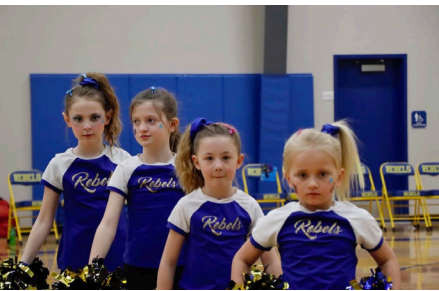
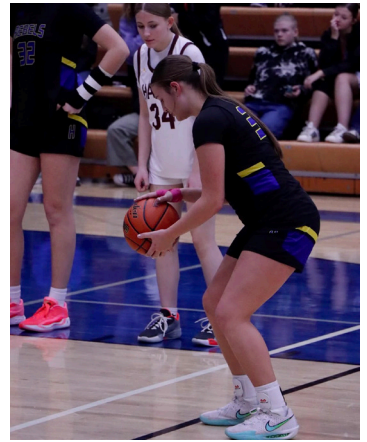
Sports (Custer Hysham Sports Co Op):

Football
Volleyball
Boys Basketball
Girls Basketball
Track & Field (boys and girls)

The co-op began in 2013 when the communities of Custer and Hysham combined athletics programs so students could continue participating in competitive sports. The program has expanded to three-school co-op with Melstone, now competing as Custer-Hysham-Melstone Rebels in Montana 6-Man football.



The School District



The School District



The School District



The Community



Lifestyle

Custer is a friendly community that has an appeal for a lifestyle full of community, independence and meaningful work. Custer is located along the Yellowstone River, where visitors can enjoy agate hunting. Floating the river allows recreationists to search the many sand and gravel bars along the shore as well as those exposed in midstream. Fishing is another popular pastime. Ling, the eel-like fish with the strange appearance and the delicious flavor of lobster, are caught in the Bighorn and Yellowstone rivers from the end of November to the end of February. Minnows and worms are the bait to use. Custer, just minutes away from the confluence of these two rivers, has many resident experts who can provide the angler with directions and tips.

Named for Lt. Col. George A. Custer, who was killed at the Battle of Little Bighorn, this town started as a freight station for traders. Today Custer is a friendly town along the Yellowstone River where visitors can enjoy agate hunting and fishing. Nearby, at the junction of the Bighorn and Yellowstone rivers, lies the site of Fort Manuel Lisa, the first building in Montana built by European settlers.

The Custer Community and School Foundation was initially formed to help the school build a gym. It has found many areas to help in the community. It has been able to help raise funds for the Junction City Park, the Custer Senior Center, Custer School, Music Department, Vo Ag and Business room. It also provides two scholarships for seniors. It is also hosts a Career Day for students' grades 9-12. The foundation sponsor the Clean Up Day in May, Junction City Days in June, and helps sponsor the 4th of July Celebration and Fireworks. Its fundraisers are the Golf Scramble in July and the Dinner Dance in November.

4-H and FFA are very popular in the community with many projects that benefit the community. The Custer Rodeo Club holds several rodeo/horse events during the summer.

The Junction City Memorial Park holds a harvest time fund raiser silent auction every year in October. This helps take care of the building, lawn and playground equipment. It is the perfect place to hold a family reunions, birthday parties, bridal and Wedding showers, and weddings. During the school year preschool is held there two days a week.



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 Custer Public Schools, this position is responsible for the development, supervision, and oversight of the school program, operations and facilities. This position also assumes principal duties.

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 with Principal Duties of Custer Public Schools

Salary Range: \$75,000 - \$90,000 DOE. Housing provided. *Salary and term of contract will be dependent on experience, education and fit for the District.*

Closing Date: Tuesday, June 2, 2026, at 4:00 pm, MST

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; 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.
- 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.
 - Small rural districts often require leaders to balance strong relationships with clear accountability. Describe how you establish expectations, address inconsistency or conflict, and build a culture of professionalism while maintaining trust and morale.
 - In a rural district, the superintendent often serves in many roles beyond instructional leadership. Describe how you prioritize responsibilities, build trust, communicate effectively, and maintain organizational effectiveness.
 - Describe a time you entered a district or organization that needed greater structure, consistency, or direction. What steps did you take, what challenges did you encounter, and what were the results?

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

