

# St. Regis Public Schools Superintendent Position Profile



CREATING LEARNERS AND LEADERS FOR LIFE

## 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 electronically submitted by the application deadline.



# The School District

## About the District:

### MISSION STATEMENT:

**“Create Leaders and Learners in Life.”**

To create leaders and learners in life, we focus on four core areas which include: character, critical thinking, civic engagement, and communication.

### CORE PURPOSE:

St. Regis Public Schools, in partnership with the community, exists to provide rigorous, diverse, and individualized education programs to ensure that every student is confidently prepared for the future.



### CORE VALUES:

- S Students First:** The interests and needs of students will always come first and all decisions will be premised on which is best for students.
- T Tiger Pride-Students are proud of our School:** We are committed to ensuring that our students take pride in school and community through high academic standards, extra-curricular activities and being civic-minded.
- R Rigorous-Excellence in Academics:** We are committed to ensuring that all students receive a rigorous, well-rounded, high quality education that confidently prepares students for their future.
- E Effective-Highly Qualified and Committed Staff:** We are committed to recruiting, retaining and supporting highly qualified and committed staff who fully support our students and the mission of our District.
- G Goal Driven-Continuous School Improvement:** We are committed to a rigorous path of continuous improvement through strategic planning and governance and knowledge-based decision making to meet the ongoing needs of our students, staff, parents and community.
- I Integrity-Accountable, Transparent and Fiscally Responsible:** We believe that espousing to the highest level of integrity is vital to the success of our students and our school district. We are transparent and fiscally responsible in everything we do.
- S Safe-Positive Learning Environment:** We firmly believe a safe, positive environment is the cornerstone for students to achieve their highest level of education. We are committed to ensuring that all students develop an acceptance of others regardless of differences.

# The School District



## About the District:

### Outstanding Character

- St. Regis students are HONEST.
- St. Regis students are HARDWORKING.
- St. Regis students exhibit TEAMWORK.
- St. Regis students show KINDNESS.
- St. Regis students PERSEVERE.
- St. Regis students are RESPONSIBLE.
- St. Regis students are COMPASSIONATE.
- St. Regis students show INTEGRITY.



### Civic-Minded

- St. Regis students are mindful of how their actions and decisions affect themselves, their communities, their country, and the world.
- St. Regis students are knowledgeable of the history of those who came before us and of how those decisions have led us to where we are today.
- St. Regis students are knowledgeable of the United States Constitution and their rights and responsibilities under it.

### Critical Thinkers

- St. Regis students know how to ask questions and are resourceful in their search for solutions.
- St. Regis students are flexible thinkers able to consider multiple perspectives in their research.
- St. Regis students are able to reasonably analyze future outcomes based on possible solutions.

### Effective Communicators

- St. Regis students can speak skillfully to inform, influence, motivate, entertain, and/or inspire listeners.
- St. Regis students can write skillfully and purposefully for various purposes they may encounter in life.
- St. Regis students can use technology and other contemporary tools to explore and exchange ideas as well as utilizing traditional pen and pencil writing skills.

### Family Engagement

St. Regis School strives to engage with families throughout the year by hosting academic and non-academic events. These events are designed to strengthen the partnership between school and home, fostering a supportive community for our student growth and success.



# The School District

## About the District:

**AVERAGE CLASS SIZE - 13**

**STAFF - STUDENT RATIOS - 1:4**

**FOUR-DAY SCHOOL WEEK**

## Activities and Athletics

### CLUBS:

National Honor Society

Student Council

FFA

BPA

### ACTIVITIES:

Back to School Bash

Winter Festival

21st Century Summer Camps

Science Fair

Community Library

Adult Ed - Fitness

Blood Drives

Fun Run

Community Clean up

Early Literacy Program

Health Fair

Silent Auction/Chili Cookoff/Bingo Night

Missoula Children's Theatre

### COLLEGE AND CAREER READINESS:

Dual Enrollment/Advanced Placement

EMT Course/Certification

OSHA Training/Certification

### SPORTS:

Volleyball - Girls (high school and jr. high)

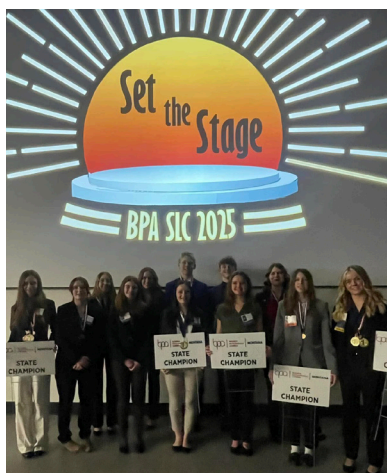
Football - (high school and jr. high)

Basketball - Boys/Girls (high school and jr. high)

Golf

Track and Field

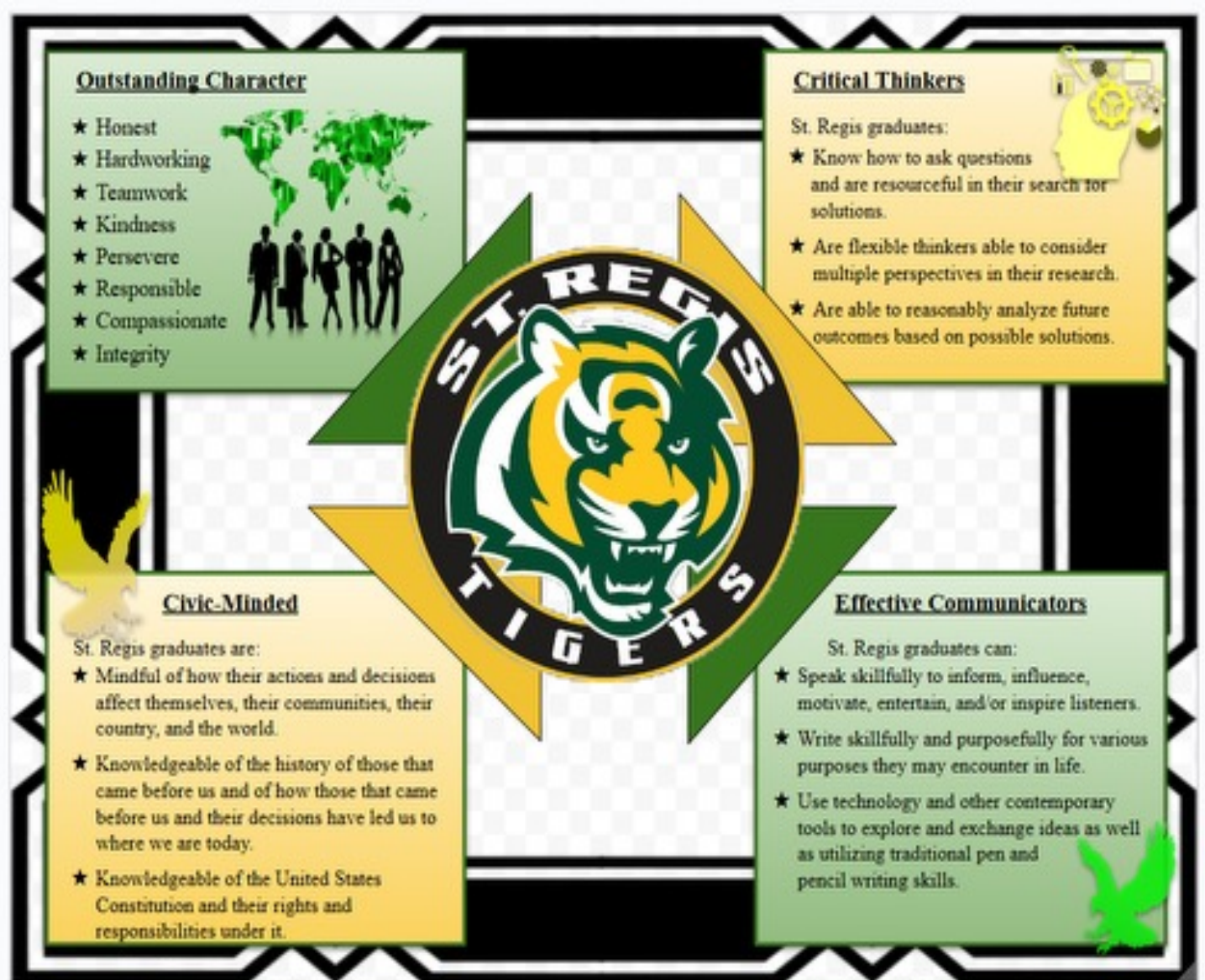
Co-Op Soccer and Wrestling





# The School District

## Graduate Profile:





# The Community



## Lifestyle

Nestled in the breathtaking landscapes of Western Montana, St. Regis is situated at the confluence of the picturesque St. Regis and Clark Fork rivers, making it a stunning destination for nature lovers. This charming town also serves as a gateway to Glacier National Park.

The 31 mile Route of the Olympian is located between Taft and St. Regis and is, separate but a continuation, of the renowned Route of the Hiawatha Trail on the old Milwaukee rail bed. The first five miles is human powered sports in summer crossing through tunnels and over the very scenic Dominion trestle. The trail follows the St. Regis River which also separates the trail from Interstate 90 that parallels much of this underused trail. Even if you don't ride the entire trail, peddle out to the old Dominion trestle and enjoy the sense of awe with the spectacular view from the "top of the world."

For thrill-seekers and water enthusiasts, the nearby Alberton Gorge is a must-visit destination, famous for its exhilarating whitewater rapids. The gorge invites adventure and relaxation alike, providing ample opportunities for water play and exploration.

This small yet vibrant community, surrounded by majestic mountains, serves as a welcoming crossroad for travelers. It is particularly famous for its huckleberry milkshakes, a must-try for anyone passing through.

Community activities abound, featuring golf at the scenic Trestle Creek Golf Course and a lively flea market held every Memorial Day weekend—Montana's largest, where visitors can hunt for unique treasures and local crafts. St. Regis is not just a destination; it's a charming hub of adventure and hospitality waiting to be discovered.

# The Opportunity and Expectations



## General Responsibilities

The position 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 St. Regis Public Schools, 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 of St. Regis Public Schools

**Salary Range:** \$107,000 DOE

**Closing Date:** February 26, 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

## 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](https://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](http://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.*
  - 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.
  - One of the key roles that any Superintendent plays is that of an academic and educational leader. Please explain how your background and experience as an educational leader will move the students of this district to an even higher level of achievement?
  - Please describe your leadership style when it comes to supervising employees and delegating responsibilities.

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