

Lincoln Public Schools Superintendent Position Profile



Mission Statement:

The mission of Lincoln Public Schools is to provide educational opportunities and assist all students in developing the knowledge, skills and attitudes necessary to become lifelong learners and responsible citizens in a changing society.

INVITATION TO APPLY

This search is being conducted by:

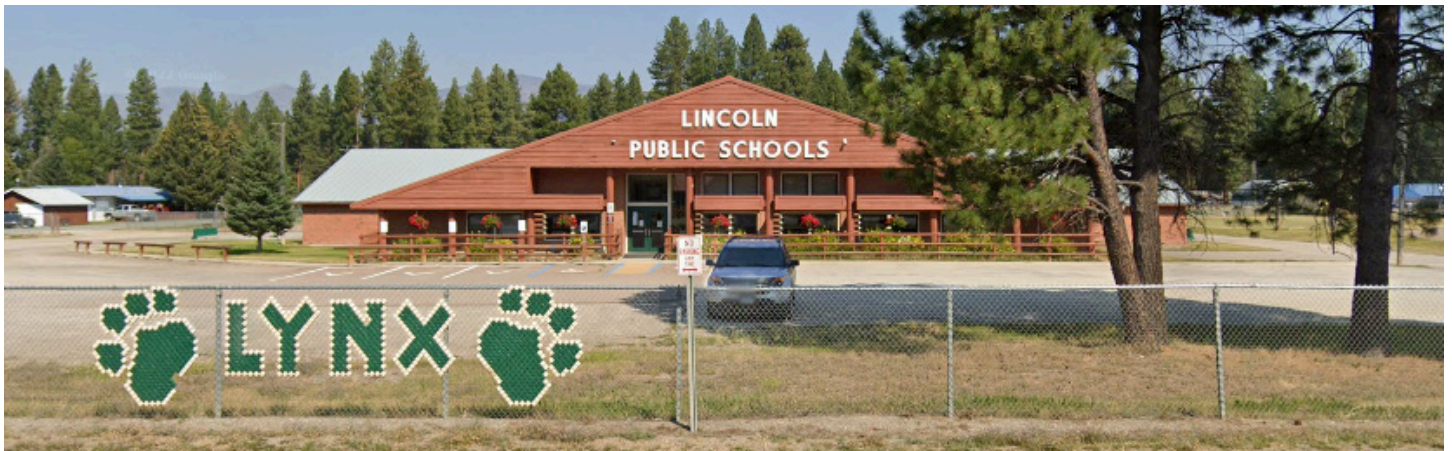


Develop the full potential of each child through school board leadership.

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

"Pawsitively the Best"

Lincoln is the home of the mighty Lynx. Lincoln's public school serves all students in the Blackfoot Valley, from Rogers Pass to Ovando, pre-K through 12th grade, at its beautiful location across from Hooper Park and the Lewis and Clark Public Library on the east side of town.

Lynx academics are second to none. The pre-k through 12th-grade staff are experienced and knowledgeable and work hard to help students grow into lifelong learners where they can be successful in whatever they choose to do in life.

Grades K-6 self-contained classes: 87 students
Grades 7-8: 16 students
Grades 9-12: 45 students
TOTAL of 148 students in the District with 19 teachers with various other staff/support members.

Activities:

Student Council, BPA, Lego League, Music, National Honor Society, Pounce, Outdoor Club, Gifted and Talented.

A class C school, the Lynx have wonderful athletic programs. Lincoln High School is a member of the Montana High School Association (MHS) which grants our students the opportunity to compete at the highest level of competition in the State as members of the Western 13-C District in Basketball, Football, Volleyball, Cross Country and Track.

The school also has an outdoor club that keeps kids busy with everything from fly-fishing to ice skating and cross country skiing.

Junior High students compete in Volleyball, Football, Basketball and Track and Elementary students compete in Basketball.



The School District

STATEMENT OF PHILOSOPHY

Our vision for the Lincoln Public Schools is based on this five-point philosophy:

1. Lincoln Public Schools is a student-centered district. School must be run for children, not adults.
2. All students can and must learn. They must leave our schools prepared to be productive citizens and ready to be life-long learners.
3. Students do best in a positive environment.
4. Decisions must be based on educational soundness, not personal comfort or political expediency.
5. Parents and community involvement and support are essential for effective schools.



The Community



Lifestyle

Located just west of the Continental Divide, Lincoln is 80 miles east of Missoula, 86 miles southwest of Great Falls, and 60 miles northwest of Helena. Halfway between Yellowstone and Glacier National Parks, Lincoln is bordered by the magnificent Bob Marshall and Scapegoat Wilderness areas to the north and the renowned Blackfoot River to the South. The Bob Marshall/Scapegoat Wilderness Complex sprawls over one and one half million acres of pristine wilderness on both sides of the Continental Divide.

Among the vast array of rare animals, the rugged wilderness supports the only population of grizzly bear in the lower 48 outside of a national park. The taxidermy display at the Lincoln Ranger Station showcases one of the largest grizzly specimens ever seen in the region.

Sculpture in the Wild is located just east of Lincoln. This park stands to celebrate the rich history of the Blackfoot Valley through an exploration of the area's natural environment, history, and culture. Even the entrance shocks visitors, towering overhead, the braided branches welcome guests. The art is both permanent and temporary and brings together elements of the natural environment while telling Montana's story. A variety of events are hosted in the park, each year an artist in residence is brought in, as well as musicians to perform in the featured TeePee Burner (part of the Montana Memory Project).

The Blackfoot River, made famous by Norman Maclean's *A River Runs Through It*, flows from Lincoln to Missoula, and features seventy five miles of blue ribbon trout fishing and some of the best floating in Montana. There are alpine lakes and the many mountain drainages surrounding Lincoln. There are over 200 miles to hike, backpack, or mountain bike through acres of beautiful country.

Lincoln is a mecca for snowsports. The area offers over 250 miles of groomed snowmobile trails and events and races throughout the winter. The Lincoln area also features in the annual Race to the Sky Sled Dog Race. This grueling 350 mile race runs through some of Montana's most majestic mountains, and right through the town of Lincoln.

The Opportunity and Expectations



General Responsibilities

The Superintendent 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 Lincoln 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.

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Application Requirements

Job Title: Superintendent of Lincoln Public Schools

Salary Range: \$72,000 - \$82,000 DOE

Closing Date: Wednesday, May 2, 2024 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) 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. You may respond to the questions below either in writing (please limit response to each question to two hundred and fifty (250) words) or video response (under three (3) minutes, please include link):
 - Please identify at least one challenge and one opportunity facing public education. What role(s) should the School Board and Administration assume addressing the challenge and the opportunity you have identified?
 - Describe your leadership style and approach to problem solving.

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