

## Superintendent Job Vacancy - Bozeman

### **The Superintendent Position**

The Bozeman Public Schools, Bozeman, Montana, is seeking a new superintendent of schools.

The current superintendent, Dr. Rob Watson, after providing seven years of exemplary leadership to the district, has indicated that he will resign at the end of this school year to accept a position as Superintendent of Schools for Missoula County Public Schools District.

The Board of Trustees is seeking an experienced candidate to serve this growing school district. The Board will conduct a national search with the assistance of the Montana School Boards Association.

Competitive compensation and benefits package (salary range \$150,000 - \$180,000), and multi-year contract commensurate with professional preparation and years of experience.

### **The Bozeman Community**

The City of Bozeman is located on the eastern slope of the Rocky Mountains in Southwestern Montana. The city is the county seat of Gallatin County and home to Montana State University. Montana State University is the largest employer in the county followed by Bozeman Deaconess Hospital and the Bozeman Public Schools. Gallatin County remains one of the fastest growing counties in the state. The natural beauty surrounding the city of Bozeman makes it a destination for: skiing, fly-fishing, whitewater sports, hunting, and other outdoor activities.

City of Bozeman: [www.bozeman.net](http://www.bozeman.net)

Bozeman Area Chamber of Commerce: [www.bozemanchamber.com](http://www.bozemanchamber.com)

### **The Bozeman Public Schools**

The Bozeman Public School system covers an area greater than the City of Bozeman. The school system includes two legal districts, Elementary District No. 7 and High School District No. 7. The elementary district encompasses approximately 275 square miles. The high school district is approximately 850 square miles containing eight elementary districts: Bozeman, Anderson, Cottonwood, Gallatin Gateway, LaMotte, Malmborg, Monforton, and Sedan. The Board of Trustees is comprised of eight representatives of the elementary and high school districts. For more information on our dynamic District, please visit the Bozeman Public Schools web page at [www.bsd7.org](http://www.bsd7.org)

### **The District Opportunities/Challenges**

It is anticipated the Board and Superintendent will need to address the following opportunities and challenges in the next 3-5 years:

- There is an opportunity to sustain the momentum of an exemplary School District with a thorough, collaborative, Long Range Strategic Plan developed by an engaged Board of Trustees, staff and community.
- Because of the District and community growth there is an opportunity for the District to be more globally competitive in curriculum offerings.
- There is an opportunity to lead a district with high expectations for students and staff.
- The district and community have a challenge to develop and organize a more comprehensive partnership in addressing the legislature regarding the need for adequate funding for education.
- The opportunity to continue the positive relationship among all staff members by leading a very collaborative, consensus-oriented staff culture.
- The challenge of creating continued community understanding and fiscal support for a rapidly growing school district.

## **The Leadership Profile**

The Board of Trustees, with the assistance from the staff will develop the final leadership profile that candidates will need to address in their application materials. **Following is the current Superintendent Leadership Profile:**

- An energetic team builder who is empathetic, compassionate, optimistic and displays a strong sense of humor and integrity.
- Demonstrate superb communication skills. Must be a proactive, visible, accessible, articulate and inspirational leader who can effectively promote the District's Core Ideology at all levels of the community, organization and region.
- Be an effective, respectful listener who communicates directly with a broad range of community and District stakeholders and is an active participant in District and community activities.
- A leader who fosters trusting and professional relationships with the Board, staff and community.
- A strategic/visionary thinker who has successfully implemented a Long-Range Strategic Planning process with a focus on preparing students to excel in a rapidly changing world.
- An individual who has an understanding and experience with facility and resource planning in a growing district.
- A lifelong learner who possesses a passion for education that provides the best educational opportunities for all learners and models the importance of educating the whole child.
- Is able to select exceptionally well-qualified staff.
- A leader who will develop a thorough understanding of Montana's School funding formula, exhibits excellent fiscal and organizational skills, especially in articulating the District's resource needs to the community and state legislature.
- A person who understands and encourages the development and implementation of mutual expectations with the Board of Trustees.

**A new superintendent leadership profile will be posted on this website after Board Approval.**

## **Education/Certification/Experience**

Ability to obtain a Montana Superintendent's Endorsement by time of contracting  
<https://opi.mt.gov/Class3AdmLicenseSP>

- Minimum of 5 years of teaching and 3 years leadership at the building or district level.
- A minimum of a Master's Degree

## **Search Calendar-All Dates are tentative and may be adjusted by the Board of Trustees pending review with MTSBA as Search Consultant:**

- Application closing date  
May 17, 2019
- Screening Activities  
May 21-22, 2019
- Screening Report to Board  
May 24, 2019
- Beginning of Interviews  
Week of June 10, 2019
- Site Visits/Interviews  
Week of June 17, 2019

- Board Selection/Announcement  
Week of June 17, 2019 at Special Board Meeting
- Superintendent Reports  
Start date to be determined by the Board and successful candidate

### **Application Process**

The application information and related materials can be obtained by accessing the Superintendent Search link on the MTSBA website:

<https://www.mtsba.org/currentsuptopenings>

\*\*\*DO NOT CONTACT THE DISTRICT DIRECTLY\*\*\*  
DIRECT ALL QUESTIONS TO MTSBA

Montana School Boards Association does not recommend/disqualify or influence the District's selection of candidates or the individual offered employment by the District. Rather, MTSBA acts as a consultant in assisting the Board during the hiring process. The Board of Trustees is solely responsible for the selection of finalists and offering employment to the successful candidate.

The following application materials must be submitted **electronically** to be considered:

1. A completed application form and **release agreements**.
2. A letter of application that indicates why you are interested in the position and describes your leadership accomplishments as well as addresses the leadership profile and qualifications.
3. A resume.
4. A minimum of three (3) letters of professional references.
5. A copy of current administrative certificate.
6. 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:
  - a. How would you describe your leadership and management style? What would they say are your major strengths and/or weaknesses as a leader? Where do you think you might improve?
  - b. Describe how you have promoted community involvement/support in your former school systems and how would you see yourself accomplishing this goal for Bozeman Public Schools.
7. Please include a link to a video presentation on why you think you would be the best suited to be the next Superintendent of Bozeman Public Schools. The video presentation should be no longer than 3 minutes in length using a universal platform.

Submit completed application packet ELECTRONICALLY to:

Karla Smerker  
Montana School Boards Association  
[ksmerker@mtsba.org](mailto:ksmerker@mtsba.org)  
406-442-2180