

Froid Public Schools Superintendent Position Profile



Home of the Red Hawks

Mission Statement:

Through these halls, pass tomorrow's leaders. Find your potential, find your passion, and learn to do. To be empowered and to succeed by excelling to your fullest potential are the building blocks of great leadership. Be that leader. Embrace the destiny we guide today.

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:

Froid Public School is in Northeast Montana, approximately 25 miles from North Dakota and 50 miles from Canada.

This small rural community school has been around since the early 1920's. This is a K-12 school with approximately 90 students. We are small, but we value a solid educational program which produces not only college ready students, but responsible citizens ready for the workforce.

Our small class sizes allow us to individualize student education on a very unique level.

Our school offers the MAPs testing throughout the year so we can accumulate data on each child, ensuring we are meeting their needs.

High School Activities:

BPA
Volleyball
Football
Basketball
Speech and Drama
Golf
Band
Choir
Track
FFA
Cross Country

Junior High Activities:

Volleyball
Basketball
Football
Band
Choir
Track

Elementary Activities:

Track
Basketball

The Froid School District's mission is to provide the highest quality education by creating life-long learners through comprehensive academic, athletic, cultural, and extra-curricular opportunities for the children of our community.

Froid School District's vision is to partner with the community, is a stable, safe and caring "hometown" learning environment that focuses on the changing needs of our students and achieves educational excellence.

The School District



The Community



Lifestyle

Froid is a small rural community located in Northeast Montana. As a community we believe in a strong school system that prepares our children for an ever changing world. Our students excel in academics, athletics, and the arts.

The town was incorporated in 1910 and was the home of James, Alice Baker, and John W. Schnitzler. James and Alice Baker erected a building that featured a meat house, dry goods store, and livery stable. The Johnsons' family, descendants of James and Alice Baker, currently resides in Froid, Montana.

John W. Schnitzler was an aviator and agriculturalist with thousands of acres of wheat fields. He also established an airport in Froid.

Farming and ranching are the economic forces that sustain our town and school. Our community members have deep roots here, and want to see this community flourish. Here you find friendly people who will lend a hand when asked.

In the Town of Froid, you will find a wide range of events. From street dances and sports competitions, to spending time in our local parks, and relaxing with your family for an afternoon of outdoor fun.

In a short drive you will find state parks, the Missouri River, Fort Peck Lake, Fort Union Historical site, and is near Medicine Lake National Wildlife Refuge, which is located on the plains of northeastern Montana, between the Missouri River and the Canadian border. Thousands of migrating waterfowl make their summer home at the refuge. Great blue herons, white pelicans, sandhill cranes, grebes and 12 different species of ducks share the prairie lake ecosystem.

Hunting and fishing are a major draw to our community during those seasons.

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 Froid 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 Froid Public Schools

Salary Range: Up to \$65,000-\$75,000 DOE

Closing Date: Until Filled

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.

Submit completed PDF application packet ELECTRONICALLY to: Jule Walker (see contact information below).