

Great Falls Public Schools Superintendent Position Profile



GREAT FALLS - GREAT SCHOOLS
GREATER TOMORROW

INVITATION TO APPLY

This search is being conducted by:



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

Application packages 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 submitted by the application deadline.

The School District



About the District:

VISION: All kids engaged in learning today... for life tomorrow.

MISSION: We successfully educate students to navigate their futures.

GFPS is the second largest school district in Montana. All 10,160 students are prepared through comprehensive TK-12 programming and extensive extra- and co-curricular offerings. With Malmstrom Air Force Base located within school district boundaries, GFPS works closely with military students and families as they transition to and from Malmstrom. The District focuses on engaging students to include emphases on attendance and customized learning opportunities. GFPS seeks to prepare students for college, career and citizenship.

Great Falls Public Schools offers a comprehensive Indigenous/Native American program designed to address the unique cultural, language, and educationally related academic needs of American Indian and Alaska Native students. Program funds are used to meet the unique cultural, language, and educational needs of Indian students and ensure that all students meet the challenging State academic standards. Goals include helping close the Education Achievement Gap, increasing the graduation rate of Native American students, and providing cultural opportunities while recognizing Native American student achievement. Outreach is provided to remote learners. Student Learning Opportunities include an Intervention Cultural Incentive class/club, an Immersion school at the Paris Gibson Education Center, American Indian Studies classes at the high schools, and staff tipi demonstrations including cultural education. A Native American Garden is also located at the Paris Gibson Educational Center. The Murt McCluskey Research Library located at the Paris Gibson Education Center is one of the finest in the State.

GFPS is part of a community that supports enrichment and fine arts programs as exemplified by the GFPS Music Department being selected as one of the National Association of Music Merchants (NAMM) Foundation's 2021 "Best Communities for Music Education." The department has received this prestigious award for nine years in a row. The District is also proud of its competitive athletic programs and its Career and Technical Education programs.



The School District

About the District:

GFPS seeks continuous improvement through the execution of a strategic plan. The focus is on “Our Kids, Our Community and Our Future” as it enhances student achievement, stewardship and accountability as well as healthy, safe and secure schools. GFPS enjoys strong partnerships with a variety of community organizations and businesses in its pursuit to accomplish these goals.

GOALS

Student Achievement

The District will develop and implement targeted strategies to improve student learning outcomes and develop the essential skills necessary for citizenship, career and/or college readiness, as measured by academic achievement data.

Healthy, Safe, and Secure Schools

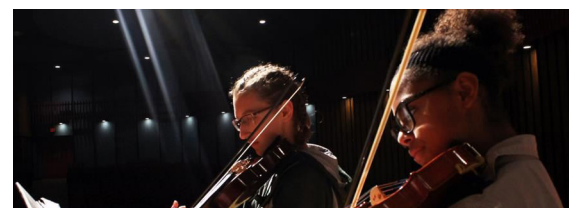
The District will design and implement policies, strategies, and practices to address specific health and safety concerns, while monitoring the overall health and wellbeing of all students and staff.

Stewardship and Accountability

The District will utilize available funding sources (public and private) to maximize district resources in a fiscally responsible and transparent manner.

BELIEF STATEMENTS:

1. All students deserve teachers and staff who thrive on student success.
2. Each student will have fair and equitable opportunity for quality instruction and academic success.
3. All students learn when their individual needs are met through a personalized school experience.
4. All students and staff learn and work best in a safe, secure, and nurturing environment.
5. Highly skilled and committed personnel are our greatest asset.
6. Students, staff, family, and community members are partners in a quality education.
7. Dedication to affirming diversity enriches the educational experiences for all.
8. District programs are flexible and adaptable, and our staff strives to provide innovative and creative choices to meet the changing needs of all students.
9. A well-educated community is the foundation of our democracy
10. District resources and staff are public assets requiring responsible stewardship and community involvement.
11. All students will graduate citizenship ready and prepared for career and/or college.



The School District



About the District:

Great Falls School District was established in 1888. There have only been eleven superintendents during this time. The District occupies 1.9 million square feet of building space on 285 acres of land.

STUDENTS:

9,971 ages 3-21+

- K-6 = 5,402
- 7-8 = 1,495
- 9-12 = 3,074
- Adult Education = varies

STAFF:

Teachers	748.1
Hourly Classified.....	164.5
Engineers	101
Food Service	54.6
Aide-Library/Teacher	66.6
Clerical	67
Principals	28
Medical Related.....	41.2
Support Personnel.....	14
District Administrators.....	14
Crafts	10
<i>(carpenters, painters, electricians, plumbers)</i>	
Technology Specialists	11
Psychologists.....	10.9
Supervisors.....	4
Warehouse	6
Total.....	1340.9

Our Teachers

Ages: 22 to 69 76% Female
 70% have a Master's Degree or higher;
 Two with a Doctoral degree

Early Learning Family Center:

- Transition Kindergarten Program
- 15 Neighborhood Elementary Schools
- 2 Middle Schools
- 2 Comprehensive High Schools
- 1 Alternative High School
- Adult Education Program at Great Falls College MSU

Average School Age: 57.43

Oldest Building: Great Falls High School 1928

Newest Building: Longfellow Elementary completed in 2020

Current Public Debt (Bonds)

Elementary \$40,997,153
 High School \$45,735,939

PROGRAMS:

48.60%	Free/Reduced Lunch
4.57%	LEP(Limited English Proficient)
1.30%	ESL(English as Second Language)
12.50%	Special Education
4.57%	Homeless
11.80%	Military

ETHNICITY:

1.1%	Black
16.5%	Native American
0.01%	Pacific Islander
0.19%	Asian
70.6%	White
7.6%	Hispanic
4.0%	Multiracial

The Community



Lifestyle

Great Falls is Montana's third largest city based on population behind the cities of Billings and Missoula. Cascade County is currently the State's fifth largest county based on population behind the counties of Yellowstone, Missoula, Gallatin, and Flathead Counties.

Great Falls is often referred to as Montana's basecamp as our city of just over 60,000 people is centrally located and home to an international airport. Nestled in between four mountain ranges, three rivers, two wilderness areas and one wildlife refuge, adventure is easily accessible in every direction.

Great Falls is home to the C.M. Russell Museum, devoted to the artist known for images of the American West. The Paris Gibson Square Museum of Art shows contemporary work in a landmark Romanesque Revival building. On the Missouri River, the Lewis and Clark National Historic Trail Interpretive Center has exhibits on the explorers' route through the adjacent Giant Springs State Park.

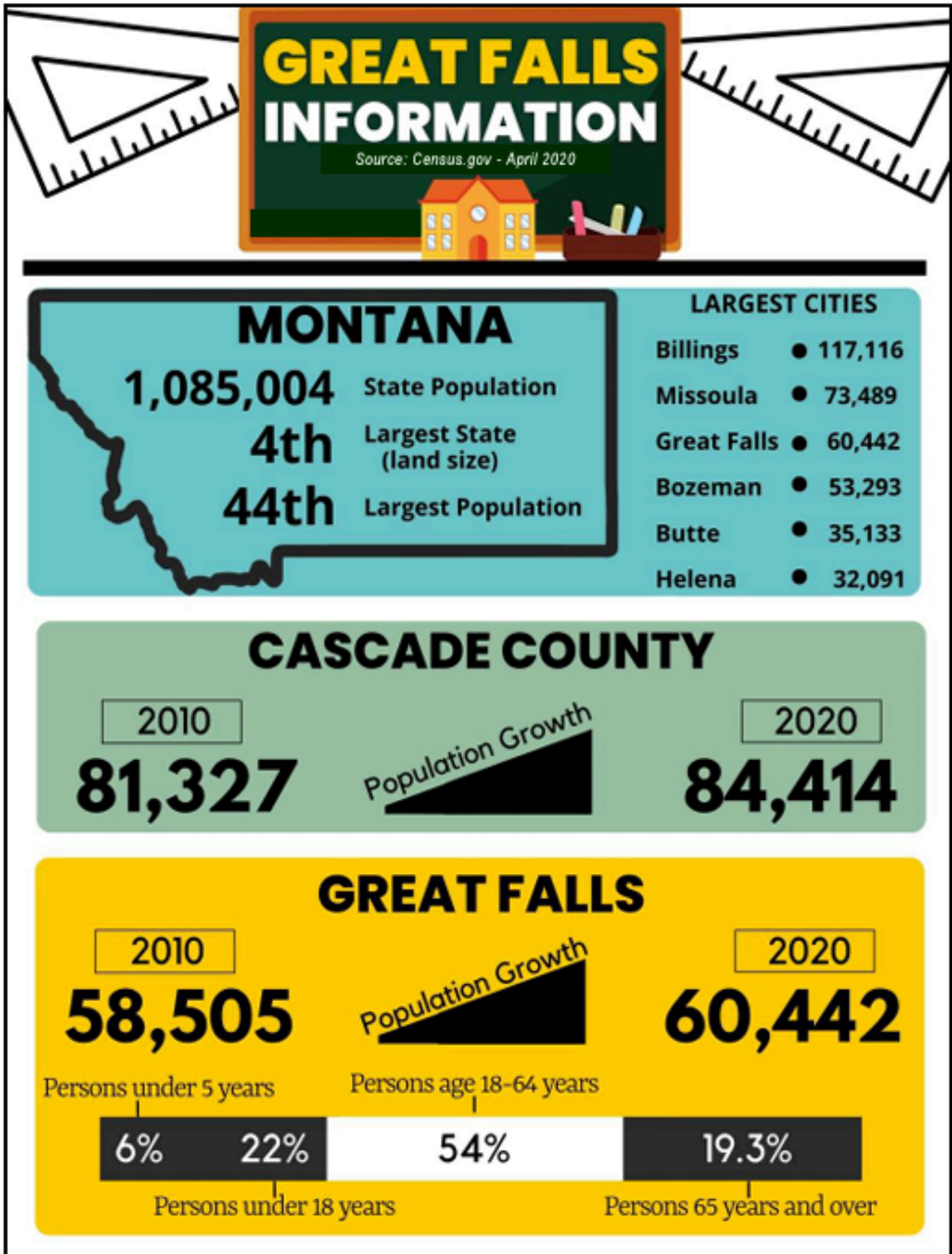
The Great Falls economy is based largely on three factors: agriculture, Department of Defense activities and healthcare.

Great Falls is a regional medical center, with two hospitals – Benefis and Great Falls Hospital – numerous specialty clinics, and several individual medical practices. The city also recently became home to one of the country's newest medical colleges, Touro University of Osteopathic Medicine. The medical corridor located on the southeast end of Great Fall is a robust and ever-changing part of the urban landscape.

Great Falls is the center of a 14-county region for storage, transportation, processing and marketing of grain and livestock feed products. Farming and ranching operations provide direct employment for approximately 1,000 people in the county and related enterprises furnish jobs for many more. There are approximately 1,100 farms encompassing about 1,255,000 acres of farmland. Cascade County consistently ranks as one of the top counties in the State in total cash from agricultural receipts.

Malmstrom Air Force Base is the largest employer in the county with a workforce of both civilian employees and military personnel. It is the center of the largest intercontinental ballistic missile complex in the world and is the headquarters of the 341st Missile Wing whose mission is to operate the 150 underground Minuteman missile sites in Montana. Great Falls is also headquarters for the 120th Airlift Wing of the Montana Air National Guard ("MANG") that occupies 42 buildings and related facilities atop Gore Hill. The main mission includes eight large C-130 cargo/transport jets.

The Community



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 with the best interest of students in mind.

As the leader of Great Falls Public Schools, this position requires a creative, outside of the box thinker who is responsible for the development, supervision, and oversight of the school program, operations and facilities. The superintendent should be prepared and be proactive in budget development and management.

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 of each student in Great Falls Public Schools.

The Superintendent should be a visionary leader and must be able to create a path for the District which supports excellence in education and instruction.

The Superintendent is expected to develop positive relationships with not only parents, and school board members but with members of the community.

Great Falls Public Schools is the second largest employer in Great Falls. The Superintendent is expected to cultivate a strong team work 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 Great Falls Public Schools

Salary Range: \$175,000 - \$185,000 DOE plus competitive benefits*

**Salary and term of contract will be determined in the sole discretion of the Board of Trustees and dependent on experience, education and fit for the District.*

Closing Date: Tuesday, January 16, 2024 at 4:00 pm, MST

Minimum Qualifications

- Master's degree or better in school administration; 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 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.
- 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.
- Ability to follow directions and multi-task.
- 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 include a link to a video response (under 3 minutes) to the following three questions:
 1. Describe how you have promoted parent and community involvement/support for our school system and how you would see yourself accomplishing that goal.
 2. 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?
 3. Please provide an example of a unique or innovative program that you helped establish in your current or a former district. Why was the program important?

Submit completed application packet ELECTRONICALLY to: Andrew Vigeland (see contact information below).

