

# Sidney Public Schools Superintendent Position Profile



Sidney Public Schools  
*Learn Today, Thrive Tomorrow*

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*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

The Sidney School District is a professional learning community with the mission of collaborating for the academic, emotional, and social growth of each student through quality and purposeful educational experiences in and out of the classroom. The District and community will share in the responsibilities of nurturing students along the path to thrive as productive life-long learners in a culturally rich world.

The Sidney Public Schools system is committed to providing quality education for the children in our community. The vision and long-term goal of the board of trustees is to enhance the quality of education received in Sidney Public Schools.

Sidney Public Schools currently employs approximately 198 employees, of which 110 are certified or licensed staff. The board and administration take pride in the quality and dedication of staff working in our district.

Approximately 20 percent of certified staff have been employed with the district over 20 years. Staff in our district have also been recognized with numerous educational awards.

Extracurricular participation is high in Sidney Public Schools. Sidney High School offers a variety of over 31 athletic and non-athletic activities for students in which 75 percent of the student body participate. Athletics garners 40 percent of our students, while seven percent are involved in student government.

Follow-up studies on the Class of 2015 have shown that 36 percent of SHS Graduates are attending a four-year college or university, eight percent enrolled in a two-year college, 44 percent work full time, four percent joined the military, and four percent are participating in vocational studies.





# The School District

## ACT SCORES

	<u>Sidney</u>	<u>Montana</u>	<u>National</u>
English	18.06	18.27	20.2
Math	19.49	19.57	20.5
Reading	20.19	20.24	21.3
Science	20.15	19.63	20.7
Composite	19.6	19.56	20.8

## ENROLLMENT

	2018-2019	2019-2020
K-8:	921	939
High School:	387	403
Total Students:	1308	1342

*Elementary Enrollment Breakdown (2019-20)*

*Central: K, 4&5 = 331*

*West Side: 1, 2, & 3 = 299*

*Sidney Middle: 6, 7, 8 = 309*

## BUDGET

The following are the general fund budgets for the 2019-2020 school year.

This money includes State contributions, plus permissive and voted levies.

ELEMENTARY:	\$6,758,948.14
HIGH SCHOOL:	\$3,566,836.14
<b>TOTAL:</b>	<b>\$10,325,784.28</b>



# The Community

## History of Sidney, Montana

The late 1978's and early 1980's brought an influx of oil activity to the Sidney area. Although the boom is now over, production continues with rigs and pumping units dotting the landscapes all around Sidney.

### Geography/Climate

Nestled in the valley of the lower Yellowstone River, Richland County offers a variety of landscapes from the rugged Badlands to the Yellowstone and Missouri Confluence, Eastern Montana is truly unique and contains rare beauty which you are doubtful to find elsewhere.

Richland County receives an average annual precipitation of 14.28 inches and has an average growing season of 139 days. The average temperature during July is 74 degrees and 25 degrees in January. The area has an abundance of sunny days!

### Population:

Sidney - estimated 6,473

Richland County - estimated 11,604

Sidney Health Center is a full-service healthcare organization serving Richland County and Eastern Montana. SHC offers healthcare services for all age groups, under all kinds of medical circumstances. A strong compliment of primary care physicians, a unique array of surgical specialists and a state of the art cancer treatment center combine with a modern facility and top-notch medical equipment to make SHC the envy of most healthcare organizations of our size.

River floating on the Yellowstone River makes for an enjoyable summer pastime. The Lower Yellowstone offers over 20 species of fish, making an enjoyable dinner only a hook and line away. Residents also enjoy camping and hunting. Acre for acre, there are few places in the nation that can boast the abundance of wildlife found the MonDak region. The number of wild species that thrive in the area is as varied as the different types of terrain they inhabit.





# 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.

As the leader of SidneyPublic 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 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 Sidney Public Schools

**Salary Range:** \$115,000 - \$125,000 plus competitive benefits\*  
*Salary and term of contract will be dependent on experience, education and fit for the District.*

**Closing Date:** Thursday, January 30, 2020 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 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 orientated 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, monitors progress and evaluates 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 material 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 250 words or less.
  - How would you lead Sidney Public Schools into the future to ensure it meets the ongoing needs of students and the expectations of the Sidney community?
  - Describe the strategies you have used to effectively communicate with the community and how you have promoted community involvement/support in your former positions.
8. Please include a link to a video presentation on why you think you would be the best suited to be the next Superintendent of Sidney Public Schools. The video presentation should be no longer than three minutes in length using a universal platform.

**Submit completed application packet ELECTRONICALLY to:** Karla Smerker (see contact information below).