

TITLE: SUPERINTENDENT OF SCHOOLS

QUALIFICATIONS:

1. Must hold a valid Idaho Administrators Certificate with Superintendent endorsement.
2. Doctorate Degree preferred.
3. Experience as a superintendent or assistant superintendent required.
4. The ability to speak effectively, both formally and informally, with individuals, small groups and large groups is required.
6. The ability to understand the legislative process as it pertains to education, and to be able to affectively promote the needs of the district.
5. The ability to accept leadership responsibilities, make decisions and direct educational programs is required.

REPORTS TO: Board of Trustees

SUPERVISED BY: Board of Trustees

JOB GOAL: To provide leadership in developing and maintaining the best possible educational programs and services for the children of the Moscow School District.

RESPONSIBILITIES:

1.0 GOVERNANCE AND ORGANIZATIONAL LEADERSHIP

- 1.1 Serve as chief executive officer for the Board, and as such, be responsible to the Board and act as its liaison with the community, including local, state and federal units and legislators and private agencies.
- 1.2 Provide recommendations to the Board for development, implementation, and evaluation of new policies and state laws relevant to education.
- 1.3 Attend and participate in all meetings of the Board and its committees, except when his/her employment or salary is under consideration.
- 1.4 With the assistance of the cabinet and administrative council, provide the leadership to translate the philosophy, objectives and the Board's goals into administrative actions.
- 1.5 Supervise the selection, assignment, evaluation, retention, termination, discipline, and transfer of all District classified personnel.
- 1.6 Make recommendations to the Board regarding the employment, retention and discipline of all certificated personnel including teachers and administrative staff. Reassign certificated employees until the next regular Board meeting but immediately reporting such reassignment to the Board.
- 1.7 Directly supervise and evaluate the Special Services Director, building principals, Business Manager, Administrative Assistant, Curriculum Director, Operations Director, and the Human Resources Specialist. Indirectly supervise all District personnel.
- 1.8 Plan, direct and supervise a program for the recruitment, selection and assignment of all personnel.
- 1.9 Provide necessary research for competitive wage, salary and benefit amounts and certify classifications and salaries to the business department.
- 1.10 Supervise the maintenance of personnel records.
- 1.11 Supervise the maintenance of personnel policy and handbooks.
- 1.12 Administer provisions of Idaho code and administrative rules of the State Board of Education.
- 1.13 Supervise either directly or through delegation, all activities of the school system according to the policies of the Board.

- 1.14 Provide for the safety of students and staff.
- 1.15 Provide for the orderly transfer of students from one building to another when necessary to balance class loads.

2.0 VISIONARY MANAGEMENT AND LEADERSHIP

- 2.1 Review the current viability of all District plans on a regular basis. Recommend changes, deletions and additions as necessary, to insure that plans meet the current needs of the District and Board's goals.
- 2.2 Provide leadership for the ongoing review and implementation of the District Accreditation Plan.
- 2.3 Provide leadership for the development and implementation of the Master Facilities Plan including new building construction and associated equipment, land, etc.
- 2.4 Provide for long range planning for the proper maintenance, operation and renovation of current facilities and equipment.
- 2.5 Provide leadership in the development, preparation and management of the annual budget.
- 2.6 Provide leadership to ensure that proper accounting procedures are followed and appropriate fiscal controls are in place.
- 2.7 Provide for the completion of all necessary financial and statistical reports for school district records and for the appropriate governmental agencies.

3.0 INSTRUCTIONAL LEADERSHIP

- 3.1 Work toward full implementation of Mastery Based Learning with a culture of collaboration, continuous improvement and shared learning.
- 3.2 Provide for the ongoing evaluation of District curriculum and instructional materials and ensure that the curriculum aligns with state standards and District mission and goals.
- 3.3 Work with staff to promote educational excellence and equity and maximize student achievement with comprehensive professional growth plans for all employees.
- 3.4 Communicate with staff on a regular basis to develop and maintain a culture of collaboration, trust and high expectations for self as well as all staff and students.
- 3.5 Provide for the use and ongoing evaluation of the best instructional technology to support teaching and learning.
- 3.6 Provide for ongoing appropriate and meaningful staff development.
- 3.7 Ensure that federal and state project evaluations and all necessary records for federal and/or state projects are completed.

4.0 COMMUNITY RELATIONS

- 4.1 Exercise leadership in the development of a program of school/community relations to keep the public well informed of the activities and needs of the District, developing a wholesome and cooperative relationship between the District and the community.
- 4.2 Initiate programs and procedures to mobilize community resources that improve educational opportunities for students.
- 4.3 Maintain liaison with social, professional, civic, volunteer and other community agencies and groups having an interest in the schools, including the City of Moscow and University of Idaho.
- 4.4 Supervise the cooperation with college and university schools of education and with career guidance offices as a proactive method of improving teacher recruitment opportunities.
- 4.5 Supervise the response to questionnaires, surveys and correspondence from research or professional organizations requesting information on the District's human resource program.

5.0 PROFESSIONAL AND ETHICAL LEADERSHIP

- 5.1 Promote professional growth of school staff by maintaining own program of professional growth, through study, travel, conferences and self-evaluation.
- 5.2 Keep informed about current instructional and organizational trends in the areas of responsibility through continued learning and communication with administration and teachers.
- 5.3 Follow a high personal and professional code of ethics.
- 5.4 Devote time and energy necessary to responsibly and effectively oversee district operations.

6.0 CHARTER SCHOOLS

- 6.1 Develop and recommend policies to the Board for the establishment and on-going assessment of charter schools.
- 6.2 Review the charter schools and oversee charter school programs as required by Idaho Code 33-5210.

7.0 TERMS OF EMPLOYMENT

- 7.1 The Superintendent's contract may be for a period of one to three years. This contract shall be reviewed on or before the regular Board meeting in the month of January for consideration of extension.
- 7.2 The Superintendent will be entitled to 20 days of annual leave. A maximum of 40 days may be carried forward into any school year.

The Moscow School District does not discriminate on the basis of sex, age, race, religion, color, national origin, disability, marital status, sexual orientation, physical characteristic, gender identity, cultural background, socioeconomic status, or geographic location in connection with employment. The Moscow School District complies with the Americans with Disabilities Act (ADA) which prohibits discrimination against individuals with disabilities in recruitment, pre-employment screening, hiring, promotions, layoffs, termination, and any other term, condition, or privilege of employment.

Revision approved by the Board of Trustees on this date: 12/19/00, 5/22/01, 12/18/01, 12/17/02, 4/28/05, 8/28/07, 3/26/13, 4/9/13, 12/17/13, 3/28/17