

Announcement of Position

Superintendent of Schools



Davis School District
45 E. State Street
Farmington, Utah 84025
www.davis.k12.ut.us

Our Vision

Davis School District provides an environment where *Learning Comes First!*

STUDENTS: Master essential learning skills
Demonstrate civic responsibility
Prepare for post-secondary education and careers
Engage in positive personal development

PARENTS: Are invested in their student's education

EMPLOYEES: Recognize the value of their individual contributions
Commit to excellence

COMMUNITY: Supports the educational process

Our efforts are guided by the following values and beliefs:

STUDENTS: Have a shared responsibility for their own learning;
Have individual learning styles, needs, and gifts; education is most successful when these attributes are respected and utilized;
Must be prepared to embrace new opportunities and challenges in order to successfully transition from school to post secondary education and/or careers;
School readiness is a critical component of school success.

PARENTS: Are a student's first teacher;
Have a shared responsibility for their student's learning;
Must be empowered by schools to prepare for and support their student's learning;
Have the right to be involved and informed about school policies and their student's progress.

EMPLOYEES: Every employee is an educator and has shared responsibility for student learning;
Effective classroom teachers are critical and assume primary responsibility for student learning;
Effective leadership is key to student learning;
Collaboration is fundamental to successful outcomes;
Advancing the capabilities of all employees is essential to an excellent educational system.

COMMUNITY: Learning is best served when collaboration occurs among students, parents, school and district personnel, and communities;
Communities benefit from a strong public education system;
Well managed physical facilities are a community asset and must be specifically designed, constructed, and maintained to advance learning.

ED. SYSTEM: Education enhances the quality of life and is the foundation for a strong and free society;
Education is a dynamic process improved through a continuous cycle of assessment, reflection, and modification;
Educational resources must be managed effectively, transparently, and equitably;
High standards and expectations must be maintained through a system of accountability.

Announcement of Vacancy

The Davis School District Board of Education, headquartered in Farmington, Utah, is seeking qualified candidates for the position of Superintendent of Schools. The person selected for district superintendent will fill the vacancy created by the retirement of Dr. W. Bryan Bowles, who served in the position for 14 years.

Timeline

Aug. 19	Position opening announced
Sept. 23	Deadline for receiving application packet
Nov. 1	Approximate appointment date

Salary and Benefits

The compensation package will be commensurate with candidate's qualifications and experience and be competitive with other superintendent salaries in Utah school districts of comparable size. In compliance with Utah law, superintendents receive two-year contracts.

Application Procedure

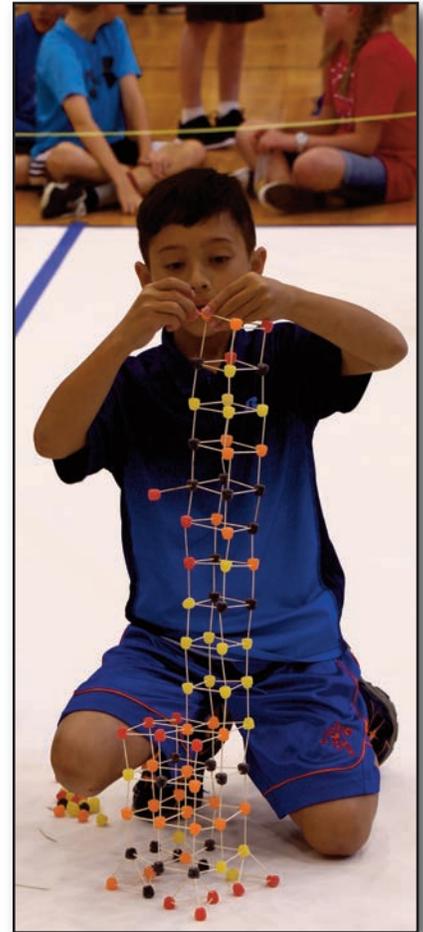
To be considered for this position, the applicant's application and file must be completed and received or postmarked by Sept. 23 and must contain:

1. Formal letter of introduction indicating desire to be considered as a candidate;
2. Superintendent Application Form completed in full. Available on the Utah School Boards Association website at www.usba.cc or on the Davis School District website at www.davis.k12.ut.us;
3. Current vita or resume, including accomplishments;
4. A copy of administrative certifications and licenses, if applicable;
5. Three professional letters of recommendation, and;
6. Statement of educational philosophy in 250 words or less.

All materials should be mailed to:

Richard Stowell
Utah School Boards Association
860 E. 9085 South
Sandy, UT 84094
or e-mail packet to [rstowell@usba.cc](mailto:rstownell@usba.cc)

Questions? Contact Richard Stowell at [rstowell@usba.cc](mailto:rstownell@usba.cc) or 801-566-1207



Leadership Qualifications

The Davis School District Board of Education received extensive feedback from the public through three town hall meetings and hundreds of e-mails. Based on that public feedback, board members compiled the following list of qualifications they are seeking from potential candidates.

The successful candidate must:

- Embody high morale character and integrity;
- Demonstrate strong people skills including effective communication through listening, speaking and writing. In doing so, the candidate must be able to communicate respect to all individuals and groups within the district and community;
- Build trust with employees, families, community members and legislators. Listen and understand different points of view;
- Share a clear vision of educational excellence and inspire and motivate all stakeholders;
- Be equity-minded and possess the skills to respond to the challenges in working with diverse people, programs, skills and interests;
- Show a record of strong leadership skills, including articulation of the vision and mission of the school district and exceptional ability to problem solve. Also, make decisions, effectively delegate authority, collaborate with various stakeholder groups, and inspire and gain the trust and confidence of others;



Leadership Qualifications (cont.)

- Exemplify the ability to lead in a changing educational environment;
- Have the ability to operate in a changing technological environment and support the continuous use and development of technology resources in the district;
- Exhibit knowledge of and successful experience in sound fiscal practices, long-range planning, and management of district resources. Must value transparency and participation of others in planning and decision making to maximize the efficient use of district resources while collaborating with the Board in prioritizing educational needs;
- Embrace the opportunities and challenges of a growing organization and expanding operation;
- Understand the appropriate use of data;
- Possess a working knowledge of law and policy governing public education at the federal, state and local level;
- Demonstrate proven success in collaboration and team building; and
- Understand and support teachers.





Our District

Davis School District is a Pre-K-12 public school district with boundaries contiguous with Davis County, Utah, just north of Salt Lake City. It has a rich tradition of excellence in education and recently celebrated its Centennial year as a district (1911-2011).

The district serves more than 72,000 students — including those in district preschools. The district operates — as of the fall of 2016 — 89 schools, which account for 62 elementaries, 16 junior highs, eight high schools and three alternative schools. Nearly 45 percent of the households in the county have children under the age of 18 living in them.

More than 6,000 employees are employed full-time by the district, which is the second largest employer in the county next to Hill Air Force Base.

The student population continues to become more diverse with 67 languages spoken by students. About 26 percent of students are economically disadvantaged (free/reduced lunch).



Language immersion — French, Chinese and Spanish — is now taught in 19 schools.

The district benefits from strong support from its parents and the community.

Thanks to voter support of a \$298 million bond proposal in November 2015, the district will build a new high school in Farmington, an additional junior high school in west Layton, another elementary school in the northwest portion of the county, and a second elementary school or rebuild an existing school depending on population growth. All of that building will occur within the next five to 10 years.

That bond will also assist the district in its efforts to remodel and build additions at several schools, as well as update and maintain aging infrastructure.

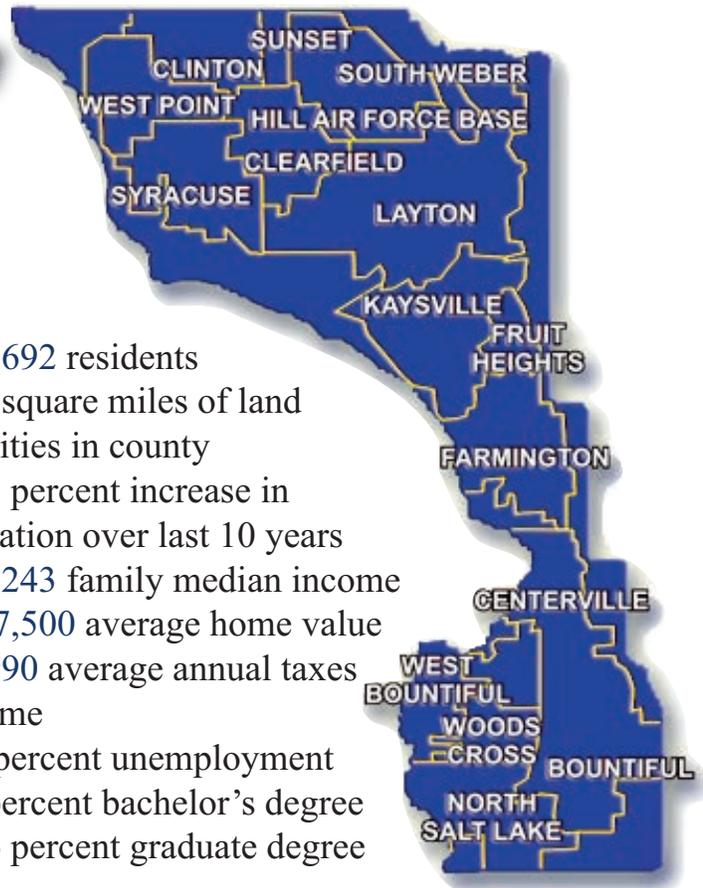
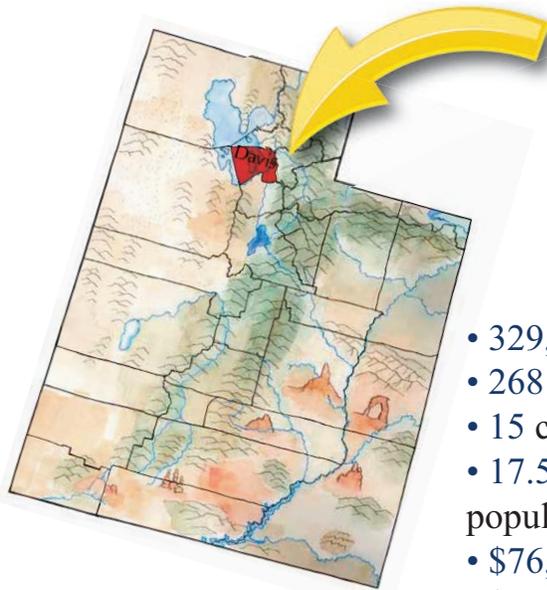
Bragging Rights

It may sound a bit presumptuous, but we do have a lot to brag about. Here are just a few things we are proud of:

- The Davis School District was named by the Manhattan Institute as having the highest graduation rate among the 100 largest school districts in the nation. It continues to have the highest graduation rate among urban and suburban school districts in Utah at 93 percent.
- It is the only district in the state of Utah to receive K-12 systemwide accreditation from AdvancED.
- 33 straight years of Certificates of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association.
- Home to the only K-12 Confucius Institute in Utah — one of just five in the nation.
- 36 of its buildings carry Energy Star Awards, and the district is home to the first net zero-ready school in Utah.
- First Utah school district to be named to the Advanced Placement Honor Roll six years in a row — one of only three in the nation.
- Recipient of the Davis Chamber of Commerce Legacy Award.
- The district is home to two International Baccalaureate programs at Bountiful and Clearfield high schools.



- A strong professional development program with more than 1,000 free courses taught since 2012.
- More than 27,000 university credits earned by students in concurrent enrollment programs.



- 329,692 residents
- 268 square miles of land
- 15 cities in county
- 17.5 percent increase in population over last 10 years
- \$76,243 family median income
- \$267,500 average home value
- \$1,990 average annual taxes on home
- 3.6 percent unemployment
- 24 percent bachelor's degree
- 10.6 percent graduate degree