



ANNOUNCEMENT OF POSITION

SUPERINTENDENT OF SCHOOLS





VACANCY OVERVIEW

The Cache County Board of Education is seeking a qualified candidate for the position of Superintendent of Schools. The individual selected for the position will fill the vacancy created by Dr. Steven Norton, who will retire on June 30, 2023, after serving as superintendent for the last 27 years.

Salary and Benefits

The compensation package will be competitive for the size of the school district in Utah and will be determined by professional preparation and successful experience in educational administration, as well as other qualifications. In compliance with Utah law, superintendents receive a two-year renewable contract.

Basic Requirements

- A master's degree is required. Additional educational degrees are preferred.
- Applicants must have or be qualified to obtain a Utah Administrative License through the Utah State Office of Education.
- Teaching and recent administrative experience in a K-12 school system is preferred.
- Applicants should have a successful record of leadership experience and accomplishments.

Application Timeline

- The application period will be open from Monday, February 13, 2023, until 4:00 p.m. MDT on Thursday, March 30, 2023.
- Applications will be submitted to USBA Executive Director Richard Stowell. (See the back page of this announcement for more information.)
- The Board and a selection of community members will review the applications and identify candidates to be interviewed.
- Interviews will begin on Thursday, April 13, 2023.
- The new superintendent will be announced in a board meeting on or before Thursday, May 4, 2023.

OUR DISTRICT

Cache County School District was established in 1908. We are the eleventh largest school district in Utah. Cache County is the sixth most populous county in the state, located about 80 miles north of Salt Lake City. Our beautiful mountain valley offers a multitude of outdoor recreational activities, such as hiking, skiing, fishing, boating, and camping. It also provides access to world-class cultural venues, a dynamic and growing economy, and a quality of life that is unparalleled.

Our Mission

Our mission is to educate students for success in a changing world.

Our Vision

Our vision is to provide a safe, comprehensive, high-quality educational experience that challenges each student to achieve his or her highest potential as a citizen and learner.

Growth

The Cache County School District is growing, adding an average of 300-500 students every year for the last ten years. County residents have supported bonds to accommodate growth, replacing or updating outdated buildings, and building several new elementary schools, two new high schools, and an alternative high school. Much of the past growth has been driven by increasing birth rates and migration into the valley. However, that growth has shifted in recent years to favor migration. While growth comes with challenges, it also provides many opportunities.

Revenue by Fund (FY22)

General: \$170,337,839
Student Activity: \$10,205,765
Debt Service: \$19,229,070
Capital Projects: \$6,416,754
Child Nutrition: \$11,985,602

Assessed Value

Assessed valuation for Tax Year 2022: \$9,072,874,328
Five-year average property value growth: 16.82%



Schools

Our district serves the entire Utah portion of Cache Valley, except for Logan City. There are 25 schools in our district, which includes 17 elementary schools, four middle schools, four traditional high schools, and one alternative high school. Five of our elementary schools qualify as Title I schools.



Students

The Cache County School District provides educational services to over 20,300 students. Our students and schools are strongly supported by the Cache Education Foundation, a non-profit organization that helps to provide resources through grants, awards, and scholarships.



Staff

Currently, the Cache County School District has 2,727 employees: 1,078 teachers, 49 administrators, and 1,600 support staff. Our district has one of the top teacher retention rates in the state. We strive to offer competitive salaries, plentiful professional development opportunities, and outstanding benefits.



Academics

In 2021, our district had a 95% graduation rate. When assessed, students in our district consistently score significantly higher in language arts, mathematics and science compared to students across the state. Our focus is on academic rigor and achievement at all levels.



Our Community

Our district serves the communities of Amalga, Avon, Benson, Clarkston, College Ward, Cornish, Cove, Hyde Park, Hyrum, Lewiston, Mendon, Millville, Newton, Nibley, North Logan, Paradise, Petersboro, Providence, Richmond, River Heights, Smithfield, Trenton, Wellsville and Young Ward.

LEADERSHIP QUALIFICATIONS

The Cache County Board of Education is seeking an experienced administrator who:

- Inspires trust and mutual respect, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance;
- Is willing to listen to input, but can make a decision when necessary;
- Has effective communication skills which include speaking, listening, and writing;
- Is strongly committed to a student-first philosophy in all decisions; and
- Has experience with employee groups (e.g. teachers, administrators, support professionals, etc.).





APPLYING FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS

To be considered for this position, applicants must submit their application material in a single PDF file by 4:00 p.m. MDT on Thursday, March 30, 2023.

The file must contain the following:

1. A formal letter indicating your desire to be considered as a candidate for the position of Superintendent of Schools for the Cache County School District;
2. A completed Superintendent Application Form. This form is available on the Utah School Boards Association website: www.usba.cc;
3. A complete set of current college credentials;
4. A current resume, including a list of professional accomplishments with an emphasis on experience as an administrator; and
5. A written expression of philosophy and vision for leading the Cache County School District.

Additionally, three confidential, professional letters of recommendation should be emailed or faxed directly to Director Stowell.

All required materials should be submitted to:
Richard Stowell, Utah School Boards Association
Email: rstownell@usba.cc
Phone: (801) 566-1207 Fax: (801) 561-4579

Questions regarding the application process should be directed to Director Stowell, not to Cache County School District administrators or board members.

