



**SALT LAKE CITY**  
SCHOOL DISTRICT  
*Your Best Choice*



# **ANNOUNCEMENT OF POSITION**

# **SUPERINTENDENT**

# **OF SCHOOLS**

465 South 400 East, Suite 300, Salt Lake City, UT 84111 (801) 578-8351 [www.slcschools.org](http://www.slcschools.org)









# VACANCY OVERVIEW

The Board of Education of Salt Lake City School District is seeking a highly qualified candidate for the position of Superintendent of Schools.

## SALARY & BENEFITS

The compensation package will be competitive for the size of the school district in Utah and will be determined by the candidate's demonstrated professional experience in educational administration and other qualifications. In accordance with Utah law, superintendents receive a renewable two-year contract.

## FOUNDATIONAL REQUIREMENTS CREDENTIALS

- Master's degree required, Ph.D. or Ed.D. preferred
- Administrative supervisory license required

## EXPERIENCE

- Demonstrated evidence of administrative experience and accomplishments within a K-12 school system required
- Teaching experience required
- School administrative experience required
- District level experience required

## APPLICATION TIMELINE

To be considered for the position of Superintendent of Schools, applicants must complete and submit the required forms by 4:00 PM (MDT) on March 31, 2023.

Applications will be reviewed by the Board of Education and a committee of district stakeholders. Interviews will be conducted in April 2023. Appointment of the successful candidate is anticipated in May 2023 with a start date on or about July 1, 2023.

***Please refer to the back cover for the complete list of required application materials.***

# OUR MISSION

Excellence and Equity: Every student, every classroom, every day.

## OUR DISTRICT

Salt Lake City School District is a PreK-12 district located in the capital city of Utah, serving more than 20,000 students and their families in over 40 schools. Our district is incredibly diverse, and in our community, we believe that diversity is a strength.

The district has strong community partnerships with many government and educational entities, including Salt Lake City, the University of Utah, and Salt Lake Community College. Additionally, the Salt Lake Education Foundation partners with various community businesses and nonprofit organizations to leverage opportunities and services for our students and their families.

Salt Lake City has a vibrant downtown with small businesses and corporations next to innovative restaurants, entertainment venues, and museums. Residents enjoy public transportation, biking lanes, and pedestrian walkways throughout the city. Outdoor recreation includes the "greatest snow on earth," hiking, and water sports in the Wasatch Mountains, just minutes away.







## SCHOOLS

We have 42 schools, including five high schools, five middle schools, one K-8 school, 28 elementary schools, and three Board-authorized charter schools. We also have Early Childhood programs at 18 sites and multiple specialty programs throughout the district to meet the needs and interests of all families in Salt Lake City.



## STUDENTS

The district provides educational services to approximately 20,000 students. We are culturally rich; students of color make up 58% of our enrollment, and our families speak over 89 different languages. We are also economically diverse, with 52% of our students eligible for free/reduced lunch.



## STAFF

The district employs nearly 1,500 licensed educators and 2,400 essential support staff. We offer all employees competitive salaries and benefits and opportunities for professional development.

Our district has one of the highest percentages in Utah of teachers with advanced degrees; we have the highest number of National Board Certified Teachers in the state. We support teachers with job-embedded coaching, mentoring, and new teacher programming.



## ACADEMICS

The district is focused on providing rigorous, standards-based grade level instruction to every student. All of our schools were designated "exemplary" or "commendable" in meeting state growth goals in 2022.

The district offers programs for elementary and middle school students in dual language immersion, STEM, gifted and talented, and fine arts including theater, orchestra, and vocal performance.

Students in high school have a variety of advanced academic options. 45% of students take at least one honors course. 36% of students take at least one AP course; in 2022, students took 2,100 AP exams and 62% received a score of 3+. We have International Baccalaureate, early college/concurrent enrollment, and CTE programs. In 2022, the district had an 82% graduation rate.



# LEADERSHIP QUALIFICATIONS

Using feedback from our stakeholder groups, the Board of Education has compiled the following list of qualities a superintendent should exhibit:

- Adhere to the highest standards of moral character and integrity; maintain an atmosphere of trust and mutual respect.
- Value and support students, families, and the community by creating a welcoming and inclusive environment.
- Understand the challenges of teaching and how decisions affect the classroom.
- Value and support all employees, recognizing that the principles of shared governance bring all voices to decision making.
- Build public confidence, understanding, and trust in the school district; address community concerns effectively.
- Possess exceptional leadership skills, including problem-solving, delegating, decision-making, transparency, and collaboration.
- Demonstrate openness to creative, divergent, and innovative ideas, as well as the ability to evaluate the potential for success.
- Create efficient and accountable systems which measurably improve student learning and school and district performance.
- Experience working with boards of education; the collaborative role of the board of education and superintendent; maintaining a positive working relationship with and among board members.
- Develop and maintain mutually beneficial partnerships between the school district and employee associations, parent groups, city/state government, elected officials, and the business community.
- Possess a working knowledge of federal and Utah law and policy governing public education.
- Demonstrate the ability to evaluate circumstances and make difficult financial, programmatic, and personnel decisions when necessary, while always ensuring such decisions benefit district students.







# APPLYING FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS

To be considered for this position, applicants must submit all application materials in a single PDF file by Friday, March 31, 2023 by 4:00 PM (MDT). The applicant is responsible for ensuring timeliness and completeness.

The file must contain the following:

1. Formal letter indicating your desire to be considered as a candidate for the position of Superintendent of Schools for the Salt Lake City School District;
2. Completed Superintendent Application Form. This form is available on the Utah School Boards Association website ([www.usba.cc](http://www.usba.cc));
3. Complete set of college transcripts showing all degrees;
4. Copy of administrative supervisory license;
5. Current resume, including a list of professional accomplishments with an emphasis on experience as an administrator; and
6. Written expression of philosophy and vision for leading the Salt Lake City School District.

The candidate should submit all the above required materials to:

Richard Stowell, Executive Director  
Utah School Boards Association  
Email: [rstowell@usba.cc](mailto:rstowell@usba.cc)

**Additionally**, three (3) confidential, professional letters of recommendation should be emailed **directly** to Richard Stowell at [rstowell@usba.cc](mailto:rstowell@usba.cc). The subject line should read "SLCSD Superintendent Candidate, LAST NAME" and be received no later than Friday, March 31, 2023 at 4:00 PM (MDT).

Questions regarding the application process should be directed to Richard Stowell (phone: 801.566.1207, email: [rstowell@usba.cc](mailto:rstowell@usba.cc)), **not** to Salt Lake City School District board members or administrators.

