



ANNOUNCEMENT OF POSITION

# **SUPERINTENDENT OF SCHOOLS**



A vertical photograph on the left side of the page shows a person's profile as they work at a computer. The person is looking at a large monitor, and a yellow pencil is visible near their mouth. The background is a plain wall.

# VACANCY OVERVIEW

The Weber School District 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 the retirement of Dr. Jeff Stephens, who will retire on June 30, 2022, after serving as superintendent for the past 11 years.

## **Salary & 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 (Education & Experience)**

- A master's degree is required. Additional educational degrees 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.
- A successful record of leadership experience and accomplishments.

## **Application Timeline**

- The application period will be open from Monday, January 3, 2022 until 4:00 p.m. on Friday, February 4, 2022.
- An appointed Citizens' Committee will review and evaluate applications on February 10, 2022.
- Applications and evaluations will be submitted to the Weber School District Board of Education in mid-February. The board will review the applications and identify candidates to be interviewed.
- The board will interview the finalists February 21-25, 2022 and make a selection for the position.
- The new superintendent will be announced in board meeting on March 2, 2022.

# OUR DISTRICT

Weber School District was established in 1905. We are the 7th largest school district in Utah. We are located in Weber County, the fourth most populous county in Utah, and the home to Weber State University and the Ogden Weber Applied Technical College. Situated between the Wasatch Mountains and the Great Salt Lake, the area offers an abundance of recreational opportunities like hiking, skiing, camping, fishing and other outdoor activities.

## Our Mission

Weber School District is committed to provide educational experiences which motivate each student to become a lifelong learner, attain academic and personal potential, and enter the work force with the necessary skills.

## Our Vision

We envision a child-centered school district where each student is given multiple opportunities to achieve his/her academic social, emotional, and physical potential in a safe, nurturing environment; where caring employees are committed to excellence based on best practices in instruction; and where educators, parents and community members are full partners in the education of children.

## Schools

There are 45 schools in the district, which includes 29 elementary schools, 9 junior high schools, 6 high schools, plus Weber Online K 12 and the Canyon View Special Needs school. Seven of our elementary schools qualify as Title I schools.



## Students

Weber School District provides educational services to over 33,000 students from diverse backgrounds and communities throughout the county. Our students and schools are strongly supported by the Weber School Foundation, a non-profit organization designed to enrich the lives of and provide enhanced educational experiences for every student.

## Growth

Weber School District continues to grow, adding an average of 300-400 new students every school year. Much of this growth is occurring in the west and north areas of the county. The district typically goes out for bond every 4-6 years to help accommodate growth while replacing outdated, aging facilities.

## Bond

A \$279 million bond was approved by 60.51% of voters in the November 2021 election. The projects on the bond include a new high school, new junior high, new elementary in western Weber County and the rebuild of Roosevelt Elementary in Washington Terrace. The three new schools are tentatively scheduled to open in the fall of 2024.

## Revenue By Fund

Maintenance & Operation	260,223,786
Capital	16,017,457
Debt Service	20,203,842
Child Nutrition	14,987,437
Other	11,390,431
TOTAL	322,822,953

## Assessed Value

5YR AVE PROPERTY VALUE GROWTH	15,869,394,846
	13.01%

## Staff

Weber School District employs over 3,000 full-time certified and classified employees. The district has one of the top teacher retention rates in the state. This can be attributed to an innovative new teacher mentoring program and supportive work environment for teachers.



## Academics

The district has a 90.41% graduation rate. We partner with local businesses, colleges and universities to provide a variety of educational opportunities and experiences to all students. The district offers a wide range of educational options for families, including an early college high school (Weber Innovation) and a fully-online K 12 school (Weber Online).

# LEADERSHIP QUALIFICATIONS

**As identified by parents, employees and  
community members**

The Board of Education of the Weber School District is seeking an experienced administrator who:

- Inspires trust, 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 to include speaking, listening and writing
- Is strongly committed to a student-first philosophy in all decisions
- Has experience with employee groups (e.g., teachers, support professionals, etc.)

Team Packing List For VEX Competitions



Your team's tool box need to have the following as it applies to your

- Rollout and wheel base
- Screws, nuts, spacers, rubber bands, cotton, straw, meal, craft, paper
- Zip ties
- Pliers and highlighters
- All size square nuts
- 20 1/2 ballroom and adapters for cones (I had them with me)
- What else community has on my robot? (bring some of that)
- Engineering notebook
- Competition sheets
- Charge cable
- Apply 1000 pieces from your team's robot (20 1/2) cones to your
- Tighten drive with cone
- Water charger



# APPLYING FOR THE POSITION OF **SUPERINTENDENT OF SCHOOLS**

To be considered for this position, applicants must submit their file by 4:00 p.m. MDT on Friday, February 4, 2022. Electronic submissions are preferred. 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 of Weber School District;
2. A completed Superintendent Application Form. This form is available on the Utah School Boards Association website: [www.usba.cc](http://www.usba.cc);
3. A complete set of current college credentials;
4. Three confidential and professional letters of recommendation;
5. A current resume, including a list of professional accomplishments with an emphasis on experience as an administrator; and
6. A written expression of philosophy and vision for leading Weber School District.

All required materials should be submitted to:

Richard Stowell, Utah School Boards Association  
860 East 9085 South, Sandy, UT 84094  
[rstowell@usba.cc](mailto:rstowell@usba.cc)  
801.566.1207  
Fax 801.561.4579

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

