



ANNOUNCEMENT OF POSITION

# **SUPERINTENDENT** OF SCHOOLS



# VACANCY OVERVIEW

The Granite 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. Martin W. Bates, who will retire on June 30, 2021, after serving as superintendent since September 2010.

Applications must be submitted by March 5, 2021. The successful candidate will assume their post on July 1.

## 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 two-year contracts.

## FOUNDATIONAL REQUIREMENTS

### CREDENTIALS

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

### EXPERIENCE

- Substantial leadership experience required
- A successful record of administrative experience and/or accomplishments within a K-12 school system required
- Teaching experience preferred
- School administrative experience preferred
- District level experience preferred

## APPLICATION PROCEDURE

To be considered for the position of Superintendent of Schools, applicants must complete and submit (or postmark) the required forms by 4 p.m. MDT on March 5, 2021.

Please refer to the back cover for a full list of required documents.

# OUR DISTRICT

Situated in the heart of the Salt Lake Valley, Granite School District was founded in 1904 as one of the first school districts in Utah. Our geographical boundaries encompass 257 square miles, with multiple cities, municipalities and communities joined together in a diverse educational organization. Granite is the third largest school district in Utah by student population, and is one of the state's largest employers with more than 9,000 employees.

Our district works diligently to provide students with a diverse array of education avenues. Some of the services and facilities available to students include: Dual Language Immersion, Special Education, Preschool, Adult High School & Community Education, Granite Technical Institute, Granite Connection Online High School, STEM schools, Advanced Learning Centers, Career & Technical Education, and special courses formed in partnership with businesses and higher education.

The Granite community is incredibly diverse. A little less than half of students identify as white/Caucasian. Hispanic students make up about 35 percent of the student population. Asian, Black and Pacific Islander students each represent about four percent of students. About one percent of students are Native American, and an additional one percent identify as having multiple ethnicities. Nearly 70 percent of Utah's refugees live within Granite School District's boundaries.



## SCHOOLS

There are 60 elementary schools, 15 junior high schools, 8 high schools, 4 specialty schools in Granite, plus additional programs for students and adults. In 2017, voters approved a Granite bond that set in motion a major plan to rebuild and remodel all schools over the next 30-40 years.



## STUDENTS

More than 61,000 students attend Granite schools. As one of the most diverse districts in Utah, there are approximately 106 different languages spoken by students in our 87 schools. More than half of Granite students come from economically disadvantaged families.



## STAFF

Granite has a force of more than more than 3,000 teachers, with hundreds of specialists and substitute teachers, and thousands of teacher aides and school support staff. There are also more than 1,200 skilled workers who ensure students have a safe and comfortable learning environment.



## ACADEMICS

Granite recorded a graduation rate of 76 percent in 2020, up from 66 percent in 2011. Our students have well exceeded their peers across the nation on Advanced Placement (AP) exams, and ACT scores are close with Utah averages. Proficiency and growth scores improve each year.

# LEADERSHIP QUALIFICATIONS

Using feedback from parents, employees and students, the Board of Education has compiled the following list of qualifications they are seeking in superintendent candidates:

- Adheres to the highest standards of moral character and integrity; maintains an atmosphere of trust and mutual respect.
- Values and supports students, families and the community by creating a welcoming, inclusive environment; addresses community concerns effectively.
- Values and supports all employees; understands the challenges of teaching and how decisions affect the classroom.
- Is experienced and knowledgeable about best practices of teaching and learning on all grade levels, and has demonstrated the ability to enhance academic performance for all students.
- Understands the needs of a diverse student body, and has a desire to provide educational opportunities to all students regardless of circumstance.
- Possesses exceptional leadership skills, including problem solving, decision making, delegating, holding others accountable, and collaborating.
- Demonstrates openness to creative, divergent, and innovative ideas, as well as the ability to evaluate the potential for success associated with such ideas.
- Has knowledge of and successful experience in robust fiscal practices, long-range planning, and management of district resources.
- Has experience collaborating with boards or comparable governing bodies; understands the role of the Board of Education, and seeks to maintain a positive working relationship with board members.
- Is capable of developing and maintaining mutually beneficial partnerships between the school district and employee associations, parent groups, municipalities, city/state government, elected officials, and the business community.
- Possesses a working knowledge of law and policy governing public education at the federal, state and local level.
- Values transparency and understands how to be visible in our schools and in our community.
- Demonstrates the ability to evaluate circumstances and make difficult decisions, while always ensuring such decisions ultimately benefit the students of Granite School District.



## OUR CHARGE & RESPONSIBILITY

*Students will leave Granite School District prepared for college, career and life in the 21st century world.*



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

To be considered for this position, applicants must submit (or postmark) their file by 4 p.m. MDT on Friday, March 5, 2021, and must contain:

1. A formal letter indicating your desire to be considered a candidate for the position of Superintendent of Schools of Granite 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) or the Granite School District website: [www.graniteschools.org](http://www.graniteschools.org).
3. A complete set of current college credentials. Please note that the credentials must include official transcripts of all academic work.
4. Confidential and professional letters of recommendation.
5. A current vita sheet or resume, including a list of professional qualifications.
6. A personal and professional expression of philosophy and/or vision of leading Granite School District through the 21st century and beyond.

The application form, letters, nominations, inquiries, credentials, and administrative qualifications should be mailed to:

**Richard Stowell, Utah School Boards Association  
860 East 9085 South, Sandy, UT 84094**

Phone: 801-566-1207 | Fax: 801-561-4579 | Email: [rstowell@usba.cc](mailto:rstowell@usba.cc)

All questions should be directed to Richard, not the district or board members.

