



CHURCHILL COUNTY SCHOOL DISTRICT | FALLON, NEVADA

Superintendent Candidate Profile

PURPOSE

The candidate profile for the Superintendent reflects the priorities and expectations previously established by the Churchill County School District Board of Trustees, informed by effective leadership practices and experiences common to successful small and rural school districts.

MINIMUM QUALIFICATIONS

The Board seeks candidates who meet the following minimum qualifications:

- Holds, or is eligible to hold, a Nevada school administrative license with authorization to serve as superintendent.
- Possesses a master's degree in education or a related field, or equivalent qualifications.
- A minimum of five (5) years of school administration experience at the school and/or district level, such as service as a principal, assistant principal, central office administrator, or comparable leadership role.
- Willingness to become a resident of Churchill County within six (6) months of accepting the position.

PREFERRED QUALIFICATIONS

- Successful teaching experience at the elementary and/or secondary level.

LEADERSHIP PROFILE AND DESIRED ATTRIBUTES

Educational & Instructional Leadership

The Board seeks a superintendent who:

- Is a strong instructional leader with a solid background in the classroom and school administration.
- Understands, supports, and promotes effective instruction and student-centered practices.
- Maintains a long-term vision for student success, including innovative practices and, where appropriate, competency-based learning.
- Builds a positive learning climate that supports all students through multi-tiered systems of support.

Governance & Organizational Leadership

The ideal candidate will:

- Clearly understand and respect the distinct roles of the Board and Superintendent, serving as a trusted advisor to the Board.
- Function as an effective governance team member, working collaboratively with the Board to advance district goals.
- Establish clear expectations and hold self and others accountable for results.
- Be consistent, fair, and dependable in the application of Board policies and administrative decisions.
- Demonstrate the courage to make difficult decisions when necessary and follow through in the best interest of students and the district.

Financial Stewardship & Operations

The Board desires a superintendent who:

- Demonstrates solid budgeting skills and a clear understanding of Nevada school finance.
- Acts as an effective steward of district resources, making decisions that reflect both short-term realities and long-term district sustainability.
- Understands the financial implications of staffing, collective bargaining, and operational decisions.

Staff Leadership & Human Resources

The successful candidate will:

- Have a proven history of effective leadership that values the contributions of all staff.
- Empower others through appropriate delegation and leadership development.
- Demonstrate a strong record of successful hiring practices and personnel management.
- Foster collaboration and teamwork across schools, grade levels, and departments.

Communication, Visibility, & Community Engagement

Churchill County seeks a superintendent who:

- Is highly visible and actively engaged in schools, extracurricular activities, and community events.
- Is an exceptional communicator and listener who invites input and feedback from staff, families, students, and community members.
- Builds and sustains strong partnerships with parents, community organizations, the military, local government, and higher education.

- Serves as a statewide advocate for Churchill County schools and effectively tells the district's story.
- Understands and capitalizes on the strengths of a small, rural Nevada community.

Community Commitment & Values

The Board seeks a leader who:

- Embraces the District's Mission, Vision, and Beliefs.
- Respects and honors the traditions, values, and history of Churchill County School District.
- Is committed to serving all students and families from all backgrounds, valuing diverse perspectives and community input.
- Demonstrates a sincere commitment to remaining in the district for the long term and becoming an integral part of the Churchill County community.

SUMMARY

The Churchill County School District seeks a superintendent who is a visible, collaborative, and courageous educational leader, grounded in the values of the community, skilled in governance and finance, and deeply committed to student success. The Board desires a superintendent who will lead with integrity, build trust, strengthen partnerships, and guide the district forward while honoring its proud traditions.