

# South Western School District

A Tradition of Excellence

([www.swsd.k12.pa.us](http://www.swsd.k12.pa.us))



## Executive Briefing and Announcement Superintendent of Schools

### AN INVITATION TO APPLY

Do you want the **challenge** of leading SWSD? Are you eager to put your **skills and experiences** to work in a high-performing District? Would you like a challenge that **forces you to dig deeper** and take your abilities to a new level? Do you feel a certain **'tug' inside** that's calling you to reach as high as you can, realize your full potential, and **impact the lives** of students and families?

**If so, then the South Western School District may be the perfect place for you! So take a few quiet moments, grab a cup of coffee, and read this briefing. Then visit the district's website for more details and reflect on this opportunity!**

**TEMPLETON Advantage**



# Welcome to the South Western School District!

## THE MISSION

*The South Western School District is dedicated to providing a continually improving educational environment, through a cooperative effort with the family and the entire community, in which all students are encouraged and expected to achieve their full potential, to express themselves clearly, to think reflectively, and to interact responsibly in preparation for lifelong personal growth*



## The Position

**The South Western School District (SWSD) is excited to open its next chapter in the district's leadership history and is searching for the next superintendent.** If you are searching for a dynamic culture that pursues 'a tradition of excellence,' educates 4,300 students, maintains a small town, caring atmosphere, and provides a tremendous portfolio of academic/extracurricular offerings, the SWSD may be an excellent 'fit' for you! SWSD is located just minutes from the Maryland border, 45 minutes from Baltimore and around one hour from Washington, D.C. With 302 teachers, 24 administrators, and a highly capable group of support staff, the district serves families in three townships. *The successful candidate must:*

- Display proven educational leadership skills to continue to advance student success at SWSD
- Show the connection between previous leadership positions and success in leading SWSD
- Coordinate the continued development of a healthy, caring, mission-driven culture that pursues excellence
- Continue to enhance an exceptional teaching corps and a deeply respected leadership team at comes *and* stays at SWSD
- Display excellent communication skills as defined by persuasive oral, written and interpersonal abilities;
- Have effective skills in overseeing school budgeting and finance;
- Be skilled in cultivating positive labor relations (which currently exists); connections with the media, school organizations and community groups

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**SWSD wants students and graduates to have sharpened capabilities mentally, emotionally, and socially so that they can enter the world with the strategies to design meaningful lives, lead well, think critically, have a passion for continuously learning and demonstrate responsible citizenship.**

*Leadership takes mental toughness, emotional stability and a relentless quest for achievement. At SWSD, they are **serious** about setting bold goals and taking action to achieve them! That's why the district fosters an organizational culture of intentional collaboration and customized learning for all students. Faculty and staff at all levels participate in decision making, and teamwork more than a word or a slogan – it is deeply valued at SWSD! *If this type of culture matches the criteria you look for in an organization, then it may be a strategically advantageous decision for you to apply.* However, the **most compelling** reason to consider SWSD revolves around an enriching and rewarding school climate for students, staff and families. The SWSD experience for students has the potential to transform their lives!*



## **Academics at SWSD**

*In high performing schools, the description of the academic climate is quite similar. SWSD is no exception. Therefore, we don't hesitate to articulate the quality of the district's academic offerings in the same way that some of the highest achieving districts in the commonwealth do! SWSD has an excellent academic program that articulates throughout the curriculum and across grade levels. The elementary and middle school experiences provide grade appropriate rigor and a rock-solid academic foundation for students to launch their high school careers. In fact, the elementary and middle school years provide such a depth and breadth of academic and social experiences for students that they are completely prepared for future scholastic pursuits. Therefore, whether a student is ultimately pursuing college or a career, they will be prepared at every transition point in their career to confidently design a compelling future for themselves. The 21<sup>st</sup> century world needs well-educated, highly ethical citizens who can solve the complex problems, and to that end, SWSD is on a relentless quest to instill the ethical, intellectual, emotional and social capacities every student and graduate needs to be successful in today's world.*

### ***Academic Points to Ponder***

A broad curriculum of well over 100 different courses, including honors, advanced placement & independent studies, designed to meet the personalized learning of all students, along with a:

- Strong emphasis on instructional and developmental needs of early adolescents;
- Utilization of interdisciplinary teams;
- Standards-aligned curriculum, standards-based grading/assessment practices;
- Increasing the rigor and expectations for student achievement;
- Individualized, differentiated and personalized instruction to meet the needs of learners;

There are many reasons to consider SWSD as a candidate for superintendent. *Listen to this:* SWSD has had just four superintendents in the last 55 years! *Yes, you read that right.* That doesn't just happen. It takes a culture that promotes excellent board-superintendent relations and highly skilled executive leadership. This speaks to the position's potential for stability.

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## **Athletics and the Arts at SWSD**

SWSD offers a wide portfolio of athletic, artistic and extracurricular offerings – and teams are regularly recognized for their accomplishments. Athletics provide opportunities to build teamwork, work ethic, and strong life-long bonds between teammates. SWSD wants to be sure that, in addition to performing well on the athletic surface, personal character is built through the athletic experience as well! SWSD also boasts an outstanding *performing arts program* as the plays, musicals, chorus and band productions enjoy exceptional student participation throughout all the grade levels. SWSD knows that the arts encourage every student’s imagination and it instills a powerful creative spirit across the district. The South Western Music Boosters is a 501(c)3 non-profit organization dedicated to supporting, advancing, and celebrating all music ensembles at South Western High School. Parents, relatives, and friends of South Western High School Music Students are welcome and encouraged to become involved and attend Music Booster events.



## **BUDGET and FINANCE**

The district is in a strong financial position and has updated facilities. All boards have a fiduciary responsibility to oversee the integrity of the District’s approach to financial management. The budget process is critical to funding the key measures that determine the future of the organization – and as a result, helps stakeholders understand the District’s plans for the following year. SWSD has a budget process that has been consistently recognized by district and state auditors as aligned with generally accepted accounting principles. At SWSD, the leadership team carefully considers the burden imposed on the district’s taxpayers along with the expectations of the parents and students to continue providing a high quality education.

### ***Key Budget Facts***

- Budget: \$64,345,448 | Millage Rate: 18.85
- Funding Sources: Local 66.38% State 32.81% Federal/Other 0.81%
- Per Student Expenses: \$15,091 (62.16% goes directly to student instruction)
- The district operates its own fleet of buses.
- The District enjoys a productive partnership (and labor peace) with all employee groups.



## The SWSD Foundation

Over the 50 years of existence, the District has gained the reputation of being one of the best school districts in the area. There are many more educational opportunities and programs the District would wish to implement to make the School District even better, but funding is not available. This situation has become more critical in the past few years with the State's redistribution of education dollars, as well as the passage of Act I in 2006 limiting a school district's ability to raise tax dollars for new and innovative educational opportunities for the students and the community. To be able to add such new programming into the District, additional resources for funding are necessary.

To have the additional funds to be able to do this, an Education Foundation funded with individual and corporate donations is the avenue to accomplish that. Building an education fund with privately funded dollars will allow the District to have access to monies to use for new and expanded programs with no added tax dollars involved and no state or federal strings attached.



## Community and Region

York County is simply a fantastic place to work and live! With a wonderful mix of suburban, rural and urban life, the county and the surrounding region is home to beautiful parks and recreational spaces, great colleges and healthcare institutions, and renowned entertainment venues like the Strand-Capitol Performing Arts Center and the York Symphony Orchestra. York is not far from Baltimore, Washington, D.C., Philadelphia and even NYC! It also deserves mentioning that many corporations have established manufacturing centers in York County, including Harley-Davidson, York International, Utz Foods, York Barbell, and Snyder Foods.



## About the Board at SWSD

The South Western Board of School Directors has proven to be an outstanding governing team with a deep respect for the leaders, faculty and staff throughout the organization. The Board has been thorough and conscientious in evaluating the Superintendent, and has been *thoughtfully* prudent in its oversight of district finances. The board members have a broad range of professional experiences, which brings diversity of thought to the Board's work.

- Ray Mummert – since 1999 | Thomas Zimmerman – 2003 | Vanessa Berger – 2005
- Cindy Boyer – 2013 | Jay Clouspy – 2012 | James Harris – 2017 | Danielle Paul – 2012
- M. Ann Rinker – 1983 | G. Paige Wingert – 2016

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## How to Apply

Candidates who email their cover letter and resume to Mr. Templeton to start the process will receive instructions for submitting an application and other documentation. The deadline to be assured consideration is April 7, 2017. Contact info: (717) 636-3238, or by email at [tomtempleton@embarqmail.com](mailto:tomtempleton@embarqmail.com). Documents that will need to be submitted include:

- Application – Visit the website for the application. You will find it under the SUPERINTENDENT SEARCH section.
- PA letter of eligibility /proof of qualifications to serve as superintendent
- Act 24 clearance; current Act 34/Act 151 clearances/FBI clearance (within 1 year).
- Sealed university transcripts
- *Other instructions will follow for interested candidates*

### THE LATEST DISTRICT NEWSLETTER

[http://www.swsd.k12.pa.us/Community/SW048%20Winter%202017\\_www.pdf](http://www.swsd.k12.pa.us/Community/SW048%20Winter%202017_www.pdf)

### SWSD CURRICULUM GUIDE

[http://www.swsd.k12.pa.us/swhigh/guidance/PDF/Compass\\_2017-2018.pdf](http://www.swsd.k12.pa.us/swhigh/guidance/PDF/Compass_2017-2018.pdf)



*You are invited to take a tour of the district's website for more information.*  
South Western School District | 225 Bowman Rd, Hanover, PA 17331 | [www.swsd.k12.pa.us](http://www.swsd.k12.pa.us)

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