



Home of the Falcons

Welcome to the Salem School District Superintendent Search!

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Statistics

District Grades.....	4K through Grade 8
Enrollment.....	1,011
Administrators.....	5
Teachers	83
Support Staff	53
Annual Operating Budget.....	\$14.9 million

About the Salem School District

The District serves the communities of Benet Lake, Lake Shangrila, Paddock Lake, Salem, and Salem Oaks in one building including 4K through grade 8. Salem School has earned an EXCEEDS EXPECTATIONS rating on the Wisconsin State School Report Card for the past six State Report Cards.

The School offers on-site wrap-around programming provided by Kid's Club. The annual operating budget exceeds \$14.8 million.

Students can choose from a variety of club and athletic programming including:

- Girls Basketball
- Girls Season Cheerleading
- Boys Basketball
- Boys Season Cheerleading
- Boys and Girls Volleyball
- Track (Early April - Mid-May)
- Chess Scholars, open to grades K-8
- Cooking Club, grades 5-8
- Cooking Club, grade 4
- Crafting Club, grades 1-3
- Geography Club, grades 5-8
- Intramurals, grades 3-4
- Intramurals, grades 5-6
- LEGO Robotics Club, grades 5 and 6
- Let's Code It, open to grades 2-8
- Mural Club, grades 6-8
- Pep Club, grades 5-6
- Production Club, grades 6-8
- Scrapbook Club, grades 3-6
- Student Senate, grades 5-8
- Vex Robotic Club, grades 7 and 8

2019 Referendum

Increase the revenue limit of the General Operations Fund by \$1,500,000 for the 2019-2020 school year, by \$3,000,000 for the 2020-2021 school year, and by \$3,600,000 for the 2021-2022 school year.

1. Maintenance and repairs including:
 - Replacement of the 1996 Middle School Roof.
 - Addressing the elevation and foundation issues with the 8th grade wing of the Middle School and the south wall of the Intermediate section.
 - Replacement of a 1970's elevator near the Intermediate Library Media Center to meet the requirements of the Americans with Disabilities Act (ADA). The elevator needs to function safely to provide access to all levels of the building.
 - Replacement of two main computer servers.
2. Allowed Salem School to continue with safety and security measures, such as window armor and lockdown technology to guard against safety threats.
3. Allowed Salem School to maintain current class sizes.
4. Allowed Salem School to purchase a new Reading series.



2017 Referendum

Exceed the revenue limit by:

- 2017-2018 \$870,000
- 2018-2019 \$1,070,000
- 2019-2020 \$1,070,000

For purposes of maintaining current levels of programming, technology, and facilities.

Energy Exemption

\$5,248,000 in energy efficiency/maintenance projects to include landscaping, parking lot, lighting changes, roof drains, fire alarm, clock, and PA system.

2008 Referendum

\$6,500.000 for purposes of maintenance, replacement, and improvement projects to improve energy efficiency, security, and a 6-classroom addition.

District Mission

The mission of Salem School District, a mutually accountable partnership forged among home, school, and community, is to provide training and experiences in a safe and positive environment through which students develop personal skills, academic achievement, creativity, intellectual curiosity and/or independent thinking, in order to prepare for a lifetime of productivity, accomplishment and continued learning.

District Vision - Salem School District will be a place where:

- A. All energy and resources are directed toward the development of the whole child.
- B. We are strengthened by diversity in its many forms.
- C. Everyone is allowed to focus on learning because of its safe, trusting, and caring atmosphere.
- D. Technology is used as a tool to enhance learning.
- E. Students gain skills and attitudes that support life-long learning.
- F. Home, school & community collaborate to increase student achievement and improve student performance.
- G. The time, information, and support needed to assure student success are readily available.

Priority Areas

The District will strive toward continuous improvement and specific initiatives will be determined from time to time in line with Policy 2120.

About the Salem Lakes Community

Community Population 14,900+

Salem Lakes is a village in Kenosha County in southeast Wisconsin. The village was created by municipal merger on February 14, 2017. Salem Lakes was formerly the town of Salem and the Village of Silver Lake.

The communities of Benet Lake, Camp Lake, Fox River, Lake Shangrila, Salem, Salem Oaks, Silver Lake, Trevor, Voltz Lake, and Wilmot are wholly or partially located in the village.

The Village of Salem Lakes is home to nine beautiful area lakes with plenty of recreational activities. Some of these bodies of water were once home to ice harvesting mills, but now provide a place for year round recreational activities ... including fishing, hunting, boating, camping, biking, hiking, and golf courses. Our focus is on a natural balance for the preservation of natural areas of our lakes, while still maintaining public use.

[Some content courtesy of the Village of Salem Lakes Website]



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Related Websites

- Village of Salem Lakes: <https://www.villageofsalemlakes.org/>
- Village of Paddock Lake: <https://paddocklake.net/>
- Kenosha County: <https://www.kenoshacounty.org/>

Salem School District

District Administrator

Qualifications

The successful candidate will possess and exhibit skills and experiences in the following areas:

Operational Leadership - Works with school and community stakeholders to address needs and develop specific plans specifically in the areas the budget and finance and human resources. Ability to recruit, retain and develop high quality staff.

Strategic and Instructional Leadership - Is open to new ideas and is knowledgeable about improving curriculum, instruction, and assessment practices. Proactively develops relationships with staff to address needed improvements and gathers input from staff as innovations are considered. Has strong process skills to implement changes in constructive ways. Understands how to provide staff with needed professional development and support. Leads to make instructional improvements by building appropriate relationships.

Communicator - Possesses exemplary oral, listening, written, and social media skills to proactively communicate and to ensure trust with district staff and community stakeholders. Proactively uses engagement strategies to identify district needs and to receive input and feedback regarding district initiatives, and to build understanding about the district and key partnerships.

Personal Characteristics – Ensures visibility with leadership work. Leads with honesty and transparency. Is approachable and actively leads to understand the community and school district culture. Is a collaborative leader.

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Salem School District Belief Statements

We believe...

- The entire community must accept responsibility and accountability for educating our students well.
- Parents are their children’s first and most important teachers, making it essential for the home and school to work together.
- Learning thrives in a positive, safe, caring, and respectful environment for children and adults.
- All students’ benefit from the nurturing of caring and knowledgeable adults, including well-trained and motivated staff.
- All people deserve respect, consideration, and appreciation.
- Children learn in different ways and at different rates.
- Sound educational decisions are based on what is best for children’s learning and development.
- Diversity opens minds to new ideas and stimulates evaluation and justification of the value of one’s own ideas.
- A focus on learning as well as teaching will continually improve children’s opportunities to learn.
- Excellence goes far beyond minimum standards.
- Every person is capable of continuous learning.
- School success breeds lifelong learning and responsible citizens.

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Application Process

Timeline

Application Deadline.....	March 25, 2020
Review of Applications.....	April 13 or 14, 2020
First Round of Interviews.....	April 20 & 21, 2020
Final Round of Interviews.....	May 6 or 7, 2020
Start Date.....	July 1, 2020

Requirements

Candidates must hold or be eligible for a Wisconsin superintendent's license.

Search Information

A description of the application process may be found on the WASB website: [Application Process](#)

[Salem School District website](#)

Application deadline: March 25, 2020

Duties begin: July 1, 2020

Inquiries

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