



SALEM School District

8828 Antioch Road, Salem WI 53168

Welcome to the Salem School District - District Administrator Search

The 4K - grade 8 Salem School District is located in Kenosha County in Southeast Wisconsin. The district serves several small communities, yet is surrounded by many urban assets. It is 44 miles south of Milwaukee WI, 62 miles north of Chicago IL, 19 miles east of Lake Geneva WI, and 18 miles west of Kenosha WI.

Statistics	
District Grades.....	4K-grade 8
Enrollment	1,023
Administrators.....	5
Teachers	86
Support Staff	46
Annual Operating Budget.....	\$16.9 million

Salem School has earned an EXCEEDS EXPECTATIONS rating on the Wisconsin State School Report Card for the past seven State Report Cards.

The district houses grade levels 4K (full-day 4K option) through grade 8 in one building with on-site wrap-around programming provided by Kid's Club.

We believe...

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

Students from Paddock Lake and Salem are served by Salem School in Salem, Trevor-Wilmot Consolidated Grade School in Trevor, Westosha Central High School in Paddock Lake, and Wilmot High School in Wilmot.

We officially became the Village of Salem Lakes on February 14, 2017. Salem Lakes is a rural community with a population of approximately 14,625. Our Village consists of five small “hamlets” which include Camp Lake, Salem, Silver Lake, Trevor and Wilmot. We are located in Southeast Wisconsin, west of I-94 in Kenosha County, between Chicago and Milwaukee which allows our village to evoke a quiet and comfortable charm while still being able to access quality entertainment, business, employment and industry. Year around, Salem Lakes offers the perfect location for outdoor recreational activities. Our parks boast great hiking and biking opportunities. Our eleven beautiful lakes showcase relaxing beaches, accessible boat launches, and welcomes lakeside events such as fishing derbies, boat parades, and personal event rentals. Additionally, the village offers many community events throughout the year. Festivals, holiday celebrations, and concerts in the park are just a few examples. *(paragraph courtesy of the Village of Salem Lakes website)*

Related Websites/Links

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

Salem School 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.

Salem School District Core 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 and community collaborate to increase student achievement and improve student performance.
- G. The time, information, and support needed to assure student success are readily available.



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

For purposes of maintaining current levels of programming, technology, and facilities, exceed the revenue limit by: 2017-2018 \$870,000 / 2018-2019 \$1,070,000 / and 2019-2020 \$1,070,000.

2008 Referendum

\$6,500,000 for purposes of maintenance, replacement, and improvement projects to improve energy efficiency, security, and a 6-classroom addition.

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.



Club and Athletic Options

Boys and girls softball	Cooking club, grades 4-5
Boys and girls cross country	Cooking club, grades 6-8
Girls basketball	Geography club, grades 5-8
Girls season cheerleading	Intramurals, grades 3-4
Boys basketball	Library club, grades 3-5
Boys season cheerleading	Scrapbook club, grades 3-5
Boys and girls volleyball	Student senate, grades 5-8
Boys and girls track	LEGO robotics club, grades 5-6
Crafting club, grades 1-3	Vex robotics club, grades 7-8



Salem School District

District Administrator Candidate Profile

The Salem School District seeks an exceptional educational leader who is a(n):

- **Enthusiastic Champion of the District’s Students, Staff, School, and community, and who:**
 - o Understands and serves as an advocate for the educational and social and emotional needs of elementary and early adolescent students and their staff.
 - o Leads with students, staff, parents, and the community to collaboratively define a vision and related improvement strategies for the district including in the area of curriculum development.
 - o Understands how to serve all children in the district while addressing specific learning gaps and challenges.
 - o Develops plans to recruit and retain staff and supports district staff in their ongoing development and has an understanding of positive school district culture.
 - o Working with the Board, identifies strategies for referendum planning.
 - o Identifies and implements strategies for enrollment development and enrollment management.
 - o Has an understanding of school law, school finance and human resources.
 - o Develops and implements strategies for staff and community engagement.
- **Relationship-focused in interactions with stakeholders.**
 - o Possesses exceptional communication skills including listening and messaging skills.
 - o Demonstrates transparency and approachability.
 - o Is guided by principles of servant leadership and is an ethical leader who displays honesty in interactions with stakeholders.
 - o Understands the importance of being visible in the district’s school and broader community.
 - o While being able to make important decisions, displays humility in interactions with others.
 - o Is able to build and maintain a strong and positive board/administrator relationship and serves as a collaborative partner with the Board of Education to improve the education of the district’s students.
 - o Works with staff and the Board to assist students, parents, and staff in addressing the impact of the pandemic.
- **Committed to the District and community.**
 - o Leads with an understanding of the community’s culture.
 - o Develops and implements staff and community engagement strategies.



SALEM

School District

Timeline

Application Deadline	Feb. 22, 2022
Review of Applications	March 2, 2022
First Round of Interviews	March 9 & 10, 2022
Final Round of Interviews.....	March 30, 2022
Final Selection	March 30 or 31, 2022
Start Date	July 1, 2022

Application Process

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: Feb. 22, 2022

Duties begin: July 1, 2022

Inquiries

Interested persons are encouraged to contact Dan Nerad, WASB Search Services consultant: dnerad@wasb.org, 920-655-7313.

Contact Sally Sweitzer, WASB Search Services Coordinator, with procedural questions: ssweitzer@wasb.org, 608-512-1721

