



FREDERIC SCHOOL DISTRICT

Be Excellent!

Welcome to the Frederic School District Superintendent Search!

Application Process

Requirements

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

How to Apply

The application process can be found on the WASB website: wasb.org.

1. Create an account in the Search Services Portal
2. Complete your Profile
3. Apply to the Frederic search

District website: fredericsd.org

Application deadline: March 22, 2024

Duties will begin July 1, 2024

Inquiries

Frederic Superintendent Search
 Cheryl Gullicksrud, Search Services Consultant
 (cgullicksrud@wasb.org, 715-530-0121)
 Sally Sweitzer, Search Services Coordinator
 (ssweitzer@wasb.org, 608-512-1721)



Timeline

Application Deadline.....	March 22, 2024
Review of Applications.....	March 27, 2024
First Interviews	April 3 & 4, 2024
Final Interviews.....	April 10, 2024
Start Date	July 1, 2024

District Statistics

District Grades	PK-12
Enrollment	435
Administrators	5
Teachers.....	44
Support Staff	33
Early Learning Center Staff	12
Operating Budget.....	\$8 million

Mission

In our quest to Be Excellent in a rapidly changing global society, we will foster continuous academic excellence, citizenship, and personal development for all.

Vision

Be Excellent! Our vision is to foster an educational environment where students, educators, and the community embrace a culture of excellence. We believe in empowering every individual to strive for their personal best, pursue their passions, and develop their full potential. Our collective commitment to excellence will prepare students to become lifelong learners, responsible citizens, and leaders of tomorrow.

Frederic School District

Superintendent Candidate Profile

The Frederic School District is seeking an educational leader who will inspire and support the continuous improvement of learning opportunities for all students. The successful candidate will demonstrate an ability to develop positive relationships with all stakeholders by being visible and approachable in the school and in the community.

Sustaining a learning and work environment that focuses on excellence is a priority for the Frederic School District. To effectively lead these efforts, the next superintendent must have a strong understanding of school finance as well as learning processes at all school levels.

Additionally, the new leader needs to be able to:

Leadership Skills

- utilize data-driven decision-making processes.
- maximize use of staff talents and skills by setting high expectations, delegating responsibilities, providing necessary support and holding themselves and others accountable for results.
- demonstrate honesty, integrity and a sense of humor; be a leader others respect, want to follow and strive to emulate.
- seek partnerships with other organizations and school districts that will increase opportunities for students.
- address difficult issues and problems with a creative mindset.
- encourage and support innovative instructional programs, strategies and technology.
- implement strategies to promote and increase parent and community engagement.
- promote the district to attract and retain staff and students.



Interpersonal and Communications Skills

- exhibit a sincere interest in listening to others and a willingness to reflect on the information received.
- commit to being transparent, proactive, timely and consistent with all communications.
- build trusting and respectful relationships with district staff, the school board, parents and community members.
- facilitate staff collaboration across the district to work toward achieving goals.
- communicate clearly with all stakeholders through a variety of media.
- engage with the community by participating in non-school events and organizations.

Resource Management Skills

- align budgets, long-range plans and operational procedures with district objectives and community priorities.
- think strategically on financial matters.
- effectively manage and monitor resources to ensure progress is made toward achieving district goals and priorities.
- facilitate and manage referenda processes.



About the School District

1437 Clam Falls Dr, Frederic WI 54837
(715) 327-5630

The Frederic School District serves PK-grade12 students and has a thriving onsite, early learning center in our elementary school. The district serves approximately 435 PK-12 students and has a current average FTE count of 485. The elementary school has grades 4K-5 and includes Roots and Branches Early Learning Center. The 6-12 school houses our middle and high school students. The buildings are approximately half a mile from each other, with the elementary school located in the Village of Frederic and the 6-12 located in the Town of West Sweden.

The annual Fund 10 operating budget exceeds \$8,015,173. The district has been able to prepay referendum debt in the last several years, saving the taxpayers more than \$1 million in interest. We carry a Fund 10 balance of \$1.3 million, approximately 17%. Fund 46 carries a \$250,000 balance. The district has positioned itself to remain competitive with employee salaries and benefits.

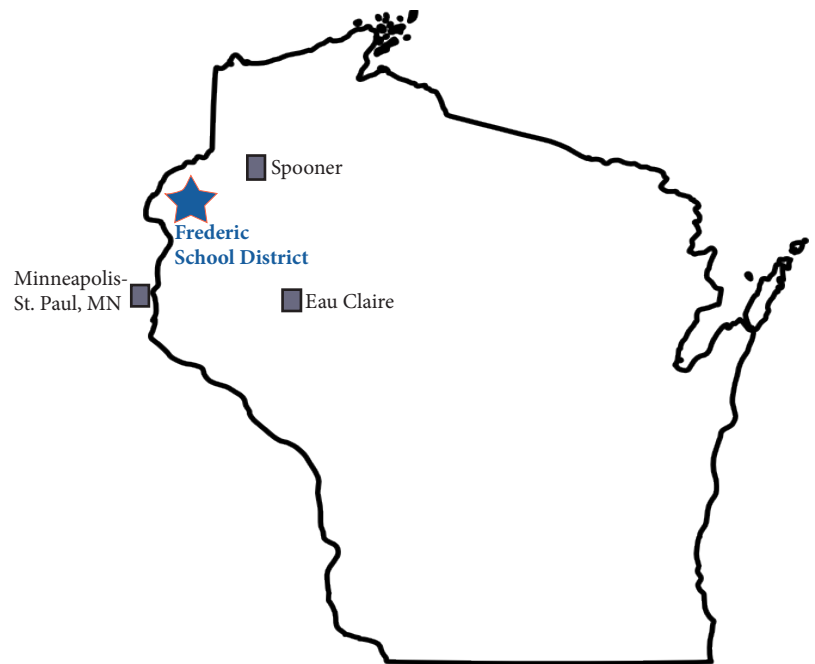
A successful \$7 million facilities referendum in 2019 allowed the district to update every learning space throughout both schools. In our classrooms, this included lighting, flooring, storage, paint and furniture. Our larger learning spaces, such as our tech ed area, libraries and gymnasiums also received significant updates including new flooring, paint, lighting, equipment and furniture. Additionally, a new fitness center serving students, athletes and staff was added at the 6-12 school. Our outdoor learning spaces weren't forgotten! We have added playground equipment and outdoor games at both schools. Furthermore, the new maintenance building was constructed during the referendum. Learning spaces are impactful and the district is continuously looking for ways to improve our end user experience through our facilities.

Our residents value education and support our schools. The current operational referendum was established in 2019 and is set to expire at the end of the 2023-24 school year. This has been a 5-year, non-recurring referendum in the amount of \$500,000 per year. As a district, we find ourselves right where we intended to be at the end of five years, determining what our needs are for the future.

The district is seeking voter approval for a 4-year, non-recurring referendum in the amount of \$1,070,000 each year. The referendum is structured the same way as the current referendum. After it ends in 4 years, the district will evaluate its financial position to determine future needs. If approved on April 2, 2024 by the voters, the operational referendum will begin with the 2024-25 school year and end with the 2027-28 school year. Similar to the current referendum, the 2024-2028 operational referendum will be utilized to maintain current levels of operation including educational programming, staffing and maintenance costs. The referendum accounts for financial projections over the next 4 years. The current mill rate is 6.98 and is projected to average 8.03 during the referendum. While an increase from this year's mill rate, the projected average is well below the district's historical average.

We are committed and eager to provide our students with opportunities. Football, volleyball and basketball are independent Frederic athletic programs. We co-op in several sports, such as cross country, golf, wrestling, hockey, track, baseball and softball. Our strong summer school programming allows students to learn, grow, and have a lot of fun! We are proud of our student achievements in our extra-curricular activities, including band, choir, handbells, speech, National Honor Society, student council, FFA, FBLA, FCCLA, yearbook, summer strength & conditioning, Trap League, and ice fishing.

About the Community



The district is located in Polk and Burnett Counties in northwest Wisconsin. It is approximately 50 miles north of Hudson and 75 miles west of Eau Claire. Frederic serves all or a portion of the following municipalities: Frederic, West Sweden, Clam Falls, Trade Lake, Lorain, Luck, Laketown, Bone Lake, Daniels, and McKinley.

The Frederic School District spans 152 square miles and contains all, or a portion of, 10 municipalities. Residents and visitors enjoy the Gandy Dancer State Trail that runs directly through Frederic. They also enjoy the many lakes and state parks! Our residents take advantage of our robust community education program.

Related Websites

- [Frederic School District](#)
- [Village of Frederic](#)
- [Frederic Public Library](#)
- [Polk County, WI](#)

