



Welcome to the

Linn-Bloomfield J4 School District

W3490 Linton Road, Lake Geneva, Wisconsin 53147

262-248-4067 | Visit traverschool.org

Superintendent-Principal Search



District Statistics

Students.....	73
Administrators	1
Teachers	16.5
Support Staff.....	6
Operating Budget	approx. \$3 million

Mission

The mission of Traver School is to provide academic programs in a community-based environment where students feel emotionally, socially, and physically safe.

Students persevere toward academic excellence with the tools needed to develop respect, integrity, and empathy in a challenging world.

Application Timeline

- Application Deadline**April 3, 2026
- Review of Applications..... April 9, 2026
- First Round of Interviews ... April 15 & 16, 2026
- Final Round of Interviews..... April 23, 2026
- Duties Will Begin**July 1, 2026

Qualifications:

A Wisconsin Superintendent License is Required.

How to Apply:

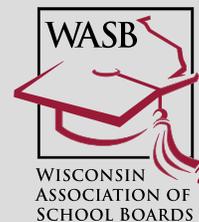
The application process can be found on WASB.org.

1. Create an account in the Search Services Portal.
2. Complete your profile.
3. Apply to the Linn-Bloomfield J4 search.

Interested applicants should contact:

George Steffen, Search Services Consultant
(gsteffen@wasb.org, 815-353-9441)

Teresa Kimball,
Search Services Coordinator
(tkimball@wasb.org,
608-512-1714)



About the District

The Linn-Bloomfield J4 School District (Traver School) is a small, rural school where highly experienced staff are dedicated, nurturing, and supportive. Teacher turnover is low. The district's 73 students learn in a single school building, with one class per grade level from 4K through grade 4 and a small team of teachers serving middle school students in grades 5-8. The school has been located on the same site since 1837, when it first opened as a one-room schoolhouse. Traver is one of four K-8 schools that feed into the Lake Geneva-Genoa City Union High School (Badger High School).

FINANCIAL INFORMATION

Currently, the budget is \$3.5 million due to an operating referendum for capital projects. The district has a healthy fund balance.

REFERENDUM INFORMATION

The district successfully passed recurring referendums in 2021 to strengthen its operational base budget, and again in 2024 to support ongoing operational costs and key capital projects.



CONSTRUCTION/RENOVATION PROJECT(S)

The district is partnering with JP Cullen and Kehoe-Henry Architects to complete a series of planned summer improvement projects.

- Summer 2025: Replacement of a large portion of the school roof along with additional repairs.
- Summer 2026: Construction of new bathrooms, upgrades to the shop space, and installation of new security cameras.
- Future Summers: Replacement of the school's playground equipment as part of the long-term facilities plan.

DISTRICT HIGHLIGHTS

- Student success is celebrated throughout the year with three trimester recognition programs open to all students.
- Students benefit from small class sizes, averaging just 4-13 learners per room, ensuring personalized attention and strong relationships.
- Family nights are hosted throughout the year to bring families together for fun, connection and hands-on learning.
- Traver School's parent organization, Community Club, plays a vital role in creating fun, memorable experiences for students and supporting enrichment opportunities.
- Camp Traver provides free wrap-around daycare before and after school for every child.
- Both 4K and 5K students attend school full day, Monday through Friday, building a solid foundation for learning.
- A wide range of sports and extracurricular activities are available, including girls' volleyball, boys' and girls' basketball, track and field, cross country, and choir.
- Band students shine throughout the year, performing at the district's Veterans Day program, holiday program, two spring concerts, and eighth-grade graduation.

Superintendent-Principal Candidate Profile

OVERVIEW

The next superintendent-principal of Traver School should be a relationship centered, communicative, culturally aware leader who can strengthen academic performance, rebuild enrollment, and unite the school and community. The following characteristics reflect the most frequently cited priorities across the Board of Education, staff, and parents/community.

APPROACHABLE AND RELATIONSHIP DRIVEN

The ideal candidate is warm, visible, and easy for students, staff, and families to talk to. In a small school environment, trust is built through daily interactions, active listening, and genuine care for people. This leader should be present in classrooms, hallways, and community events, demonstrating interest in the lives and work of others. Strong relationships will serve as the foundation for collaboration, morale, and long term stability.

STRONG COMMUNICATOR: CLEAR, HONEST AND CONSISTENT

The district needs a leader who communicates openly and frequently with all stakeholders. This includes sharing information proactively, listening carefully to concerns, and being transparent about decisions and challenges. Clear communication will help rebuild trust, reduce misunderstandings, and ensure that staff, families, and the Board feel informed and respected. A strong communicator will also strengthen the district's public image and community engagement.

COLLABORATIVE AND INCLUSIVE LEADERSHIP STYLE

A successful superintendent-principal will invite input, value diverse perspectives, and work alongside others to solve problems. Collaboration is essential in a small district where staff wear many hats and rely on shared decision making. This leader should empower teachers, engage parents, and partner with the Board to create a unified vision for the school. An inclusive approach will help build ownership, strengthen morale, and support sustainable improvement.

SKILLED IN STUDENT DISCIPLINE AND FOLLOW THROUGH

Consistent, fair, and supportive discipline practices are a top priority across all groups. The next leader must establish clear expectations, follow through on concerns, and support teachers in managing behavior. Effective discipline requires balancing firmness with empathy, ensuring students feel cared for while maintaining a productive learning environment. Strong follow through will improve school climate, academic focus, and community confidence.

CULTURALLY COMPETENT AND COMMUNITY AWARE

The district seeks a leader who understands and respects Traver's rural identity and its traditions. Cultural competence includes building relationships across diverse backgrounds, recognizing community strengths, and adapting leadership to fit local values. This leader should embrace the school's history while welcoming new ideas that support growth. A deep understanding of the community will help create a welcoming, inclusive school environment.

(The Superintendent-Principal Candidate Profile is continued on the next page.)

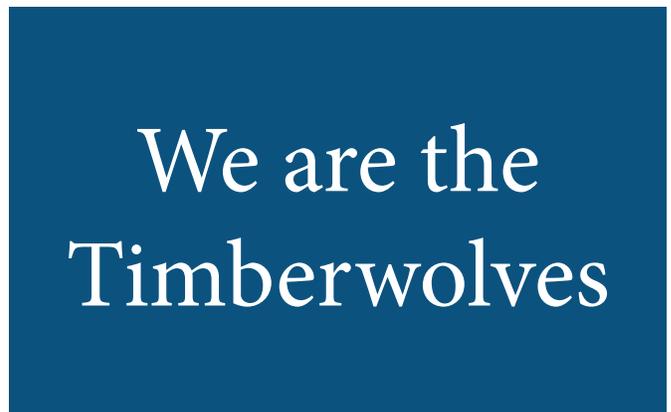
Superintendent-Principal Candidate Profile, continued

ORGANIZED, STRATEGIC AND THOUGHTFUL ABOUT CHANGE

The ideal candidate is highly organized and able to set clear priorities that balance immediate needs with long term goals. This person should approach change thoughtfully in order to improve academic performance, strengthen community involvement, and increase enrollment without overwhelming staff or disrupting what already works. Strategic planning, clear timelines, and realistic expectations will help the district grow steadily and sustainably.

SUPPORTIVE OF STAFF AND COMMITTED TO BUILDING MORALE

Teachers and staff want a leader who recognizes their efforts, avoids micromanagement, and actively works to build a positive culture. The next superintendent-principal should celebrate successes, provide meaningful feedback, and create an environment where staff feel respected and supported. Strong morale is essential for retaining staff, improving student outcomes, and strengthening the district's identity. A supportive leader will help Traver remain a place where people want to work and stay.





About the Community

Located in the heart of southern Wisconsin, Walworth County is a destination where rolling farmland, sparkling lakes, and vibrant communities come together to create the perfect place to live. The area offers something for everyone – family-friendly festivals, outdoor adventures, and charming small-town experiences. With close proximity to Lake Geneva, and situated just 65 miles northwest of Chicago and 45 miles southwest of Milwaukee, the region blends accessibility with natural beauty.

The district is located on the south side of Geneva Lake and serves children in the Town of Linn and the Village of Bloomfield.

The Geneva Lake area encompasses the city of Lake Geneva and the villages of Walworth, Fontana and Williams Bay. The region is a well-known destination for its golf courses, resorts and year-round community events. Geneva Lake's 22-mile public shoreline path is a popular attraction for both residents and visitors.

Related websites:

- [Town of Linn](#)
- [City of Lake Geneva](#)
- [Badger High School](#)

