



# Welcome to the

## Salem School District

8828 Antioch Road, Salem Lakes, Wisconsin 53168

262-843-2356 | Visit [salem.k12.wi.us](http://salem.k12.wi.us)

### Superintendent Search



#### District Statistics

Students.....	941
Administrators .....	6
Teachers .....	70
Support Staff.....	83
Operating Budget .....	\$14.3 million

#### Mission

Cultivating life-long learners to achieve their full potential.

#### Vision

A community that fosters a safe environment, enthusiastic exploration, and opportunity for personal growth.

#### Strategic Plan

#### Application Timeline

**Application Deadline** .....March 13, 2026  
**Review of Applications** ..... March 17, 2026  
**First Round of Interviews** . Mar. 30/Apr. 1, 2026  
**Final Round of Interviews**..... April 7, 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](http://WASB.org).

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

#### Interested applicants should contact:

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([gsteffen@wasb.org](mailto:gsteffen@wasb.org), 815-353-9441)  
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# About the District

Salem School District is a supportive, student-centered community where staff are valued and students are encouraged to thrive academically, socially, and emotionally. The district serves 941 early childhood-8th grade students in one school building — the second largest school building in the state of Wisconsin. The district feeds into Westosha Central High School.

## FINANCIAL INFORMATION

Salem School District operates with a \$14.3 million annual budget plus \$150,000 for Community Services. As a low revenue K–8 district, prudent financial planning is essential. Voters approved both capital and operational referendums in 2022, but the operational referendum failed in 2025, making continued fiscal planning and community outreach priorities. The district provides a broad range of special education services, which are a key part of its budgeting considerations. The superintendent serves as CFO and oversees all financial operations, supported by a team that includes HR, accounting, payroll, and business office specialists, with PMA providing financial advising.

## REFERENDUM INFORMATION

Despite the failed April 2025 operating referendum, the district maintained financial stability thanks to a strong fund balance and long-term budgeting. This planning has provided short-term flexibility, but the district anticipates needing to request another referendum in the coming year to sustain programs and operations over the long term.



## CONSTRUCTION/RENOVATION PROJECT(S)

With the community’s approval of the \$19 million Capital Improvement Referendum in 2022, the district completed major renovations that enhance learning and accessibility. Improvements include a new STEAM space for Project Lead the Way, a Discovery Lab with a full kitchen, an outdoor classroom, ADA upgrades, a redesigned 4K–5 library, and updated furniture in the middle school library—creating modern, inclusive environments that support hands-on learning and student engagement.

## DISTRICT HIGHLIGHTS

- Salem delivers strong academics from early childhood forward, enhanced by art, music, physical education, Spanish, library/media, and Academic & Career Planning (ACP), along with comprehensive student supports and individualized services to meet diverse learning.
- Enrichment clubs and leadership opportunities available to students include: Student Senate, National Junior Honor Society, Chess Scholars, reading clubs, and a growing esports program that builds teamwork and strategy skills.
- Athletic programs include: basketball, cross country, volleyball, track, softball, cheerleading and more.
- A safe environment is supported by a School Resource Officer and safety aides.
- Community engagement opportunities include: STEAM Night, Literacy Night, band and chorus performances, and a wide variety of community education offerings.

# Superintendent Candidate Profile

The Salem School District seeks a relationship-driven, fiscally knowledgeable, and student-centered leader who builds trust, maintains stability, and guides the district with thoughtful, strategic vision. Input from stakeholders consistently emphasized visibility, financial expertise, communication, and collaborative leadership as the highest priorities for the next superintendent.

## **RELATIONSHIP-CENTERED & TRUST-BUILDING**

The next superintendent must be approachable, authentic, and highly visible in the school and throughout the community. This leader will listen first, learn the culture, and build strong relationships with staff, students, families, the Board of Education, and municipal leaders. Establishing trust and demonstrating respect for all stakeholders are essential first-year priorities.

## **FISCAL & OPERATIONAL EXPERTISE**

Demonstrated expertise in Wisconsin school finance is critical. The successful candidate will understand the Wisconsin Uniform Financial Accounting Requirements (WUFAR), Fund 80, budgeting processes, and referendum planning, and will communicate fiscal realities with clarity and transparency. Strong financial stewardship and long-term planning skills are necessary to manage growth and ensure sustainability.

## **TRANSPARENT & PROACTIVE COMMUNICATOR**

Clear, consistent, and proactive communication is a district priority. The superintendent must share information openly—particularly regarding finances and district initiatives—while handling criticism and conflict with professionalism and composure. The ability to engage respectfully in difficult conversations and manage public discourse effectively is essential.

## **COLLABORATIVE & SITUATIONAL LEADERSHIP**

Salem seeks a collaborative, situational leader who empowers others while maintaining accountability. The successful candidate will avoid micromanagement, support administrative autonomy, and build consensus, when possible, while remaining decisive when necessary. Change should be thoughtful and strategic—never implemented for its own sake.

## **STRATEGIC & VISIONARY FOCUS**

In the short term, the district values stability and relationship-building. Long term, the Board seeks a visionary leader who aligns decisions to the Strategic Plan, remains informed on legislation, and protects the best interests of students. The next superintendent must think analytically, act courageously, and maintain focus on continuous improvement.

## **STUDENT-CENTERED COMMITMENT**

Above all, the superintendent must remain focused on student success. A strong understanding of curriculum, instruction, and Pre-K–8 education is important to ensure resources and decisions support academic growth.



# About the Salem Lakes Community

Nestled in beautiful Kenosha County, just north of the Illinois border, Salem Lakes is a vibrant community with a population of approximately 14,300. Salem Lakes offers the perfect blend of small-town charm and natural beauty, with sparkling lakes, abundant outdoor recreation, and a warm, connected community atmosphere. The Village of Salem consists of five small “hamlets” which include Camp Lake, Salem, Silver Lake, Trevor and Wilmot.

Positioned just 45 minutes from Milwaukee and a little over an hour from Chicago, families enjoy the advantage of peaceful suburban living with convenient access to two major metropolitan areas with abundant cultural, professional, and entertainment opportunities.

The region boasts exceptional amenities, including:

- Pleasant Prairie Premium Outlets and a wide variety of shopping, dining, and lifestyle destinations along the I-94 corridor.
- Yearly community events featuring festivals, holiday celebrations, and concerts in the park.
- Eleven beautiful lakes with relaxing beaches, accessible boat launches, and welcoming lakeside events such as fishing derbies, boat parades, and personal event rentals.
- Numerous parks that provide great hiking and biking opportunities.

## Related websites:

- [Village of Salem Lakes](#)
- [Village of Paddock Lake](#)
- [Village of Bristol](#)
- [Westosha Central High School District](#)

