



# POSITION PROFILE



Superintendent  
Delta County School District 50J

January 2026

# THE COMPANY

## DELTA COUNTY SCHOOL DISTRICT 50J OVERVIEW

Delta County School District 50J serves approximately 4,300 students across 14 campuses in Colorado's Western Slope, including the Technical College of the Rockies, a premier career and technical education provider. The district operates with an annual budget of approximately \$94 million and employs roughly 740 staff members across instructional, operational, and support roles.

Located on Colorado's Western Slope, Delta County blends deep agricultural roots with forward-thinking innovation. Farming, ranching, and family-owned enterprises shape community values, while renewable energy and agrivoltaic initiatives reflect a commitment to sustainability and progress. For a superintendent, this is a community where leadership is visible, relationships matter, and decisions have immediate impact.

Delta County School District 50J is small enough to move and adapt quickly, yet large enough for districtwide initiatives to produce visible, lasting outcomes. The district places strong emphasis on career and technical education, workforce alignment, and multiple postsecondary pathways. Schools are central to civic life, and district leadership is known, trusted, and valued.

**District Motto:** *Caring, Challenging, Learning...Every Student, Every Day!*

[www.deltaschools.com](http://www.deltaschools.com)

# REPORTING RELATIONSHIP

The Superintendent reports directly to the Board of Education, which consists of five elected members representing the broader community. The Superintendent serves as the Chief Executive Officer, chief advisor to the Board, and primary executive officer responsible for implementing Board-adopted policies and priorities. The Board prioritizes fiscal stewardship, accountability, transparency, safe schools, long-term district stability, and clear executive leadership. Board members expect partnership, professionalism, and trust from the Superintendent.

## THE OPPORTUNITY

This superintendent role is not about managing bureaucracy—it's about leading a visible, values-driven institution at the heart of a tight-knit rural county. For the right candidate, this is a chance to lead a district where your voice genuinely shapes direction, build trust across multiple small communities that care deeply about their schools, and leave a legacy that's tangible and meaningful.

Unlike larger districts where superintendents can feel removed from impact, here the superintendent will be known by name, work closely with an engaged board and community, and see the direct results of leadership in classrooms, staff retention, and community confidence.

This role offers meaningful authority paired with accountability—true executive leadership where a board expects direction and trusts confident, prepared leaders to lead. The superintendent is a respected civic leader and primary spokesperson for the district, playing a central role in community life across multiple small towns.

## LOCATION

Delta, Colorado

## KEY CHALLENGES

- Leading a geographically dispersed rural system that spans multiple small communities with distinct identities while maintaining consistency and equity across schools
- Building and sustaining a high-quality workforce in a rural environment with limited access to large talent pools
- Advancing career and technical education and workforce alignment initiatives while maintaining rigorous academic standards
- Maintaining fiscal discipline and long-term financial sustainability with a \$94 million budget while competing for resources with other rural school districts
- Serving a diverse student population with meaningful economic need and achievement gaps while celebrating community strengths and values

# RESPONSIBILITIES

- Serve as Chief Executive Officer and chief advisor to the Board of Education, implementing Board-adopted policies and strategic priorities
- Lead development and execution of the district's strategic plan aligned with the Board's vision and community values
- Provide instructional leadership focused on student growth, achievement, continuous improvement, and equitable access to high-quality education
- Oversee curriculum development and instructional practices aligned with state and federal standards, with particular emphasis on career and technical education and workforce development
- Recruit, develop, support, and retain a high-quality workforce; supervise and evaluate district administrators and principals
- Direct development and management of the annual \$94 million budget, ensuring responsible stewardship of public funds and long-term financial sustainability
- Oversee district facilities and operations, including maintenance, safety, transportation, and short/long-term facilities planning
- Ensure compliance with federal, state, and local laws and regulations
- Serve as primary spokesperson and visible civic leader, building trust with families, staff, community members, local governments, and partner organizations
- Ensure regular program evaluation and monitoring of district performance metrics through data-informed decision-making

# FIRST YEAR SUCCESS

- Establish strong, trust-based partnerships with the Board, administrative team, building principals, and key community stakeholders
- Complete a comprehensive assessment of current district operations, academic performance, staffing structures, and fiscal health to inform strategic priorities
- Develop or refine the district's strategic plan in collaboration with the Board, staff, and community, with clear goals and accountability measures
- Build confidence in district leadership by demonstrating fiscal responsibility, transparency, and commitment to the district's values and mission
- Advance career and technical education initiatives and workforce alignment partnerships, particularly through the Technical College of the Rockies
- Address priority staffing, retention, and professional development needs to strengthen the instructional and operational workforce
- Establish visible, consistent presence across the district's multiple communities and school sites to build relationships and understand local context

# THE CANDIDATE

- The ideal superintendent candidate for Delta County School District 50J is an experienced, high-energy, results-oriented executive leader who enjoys complexity, pace, and responsibility for the full scope of district leadership. This leader combines strategic thinking with practical problem-solving, strong interpersonal skills, and an unwavering commitment to student success.
- Based on the Predictive Index assessment, the ideal candidate will demonstrate characteristics of a Captain (problem solver who likes change and innovation), Persuader (risk-taking, socially poised team builder), and Strategist (results-oriented, innovative, analytical with drive for change). This candidate will be proactive, competitive, driven to get things done, and quick to connect with others.

## EDUCATION / CERTIFICATIONS

- Master's degree in Educational Leadership or Administration (required or currently in progress)
- Valid Colorado Superintendent License or ability to obtain within 12 months
- Successful experience in district-level or senior educational leadership (required)

## SKILLS, KNOWLEDGE, AND EXPERIENCE

- Demonstrated expertise in instructional leadership, curriculum development, and data-informed decision-making
- Proven experience in financial management and budgeting at the district level
- Expertise in personnel management, staff evaluation, professional development, and labor relations
- Strong understanding of governance and Board operations; experience working effectively with school boards
- Experience serving geographically dispersed or rural school systems, or similar complex multi-site operations
- Demonstrated commitment to career and technical education, workforce development, and multiple postsecondary pathways
- Strong communication and public relations skills; comfort being visible and accountable in community settings
- Experience leading improvement initiatives and translating strategy into measurable results
- Ability to manage multiple priorities simultaneously while maintaining focus on outcomes

## LEADERSHIP COMPETENCIES

- **Strategic Leadership & Vision** - Demonstrates ability to develop and execute strategic direction aligned with organizational mission; drives focus toward long-term goals while managing immediate demands
- **Results Orientation** - Translates strategy into action; holds self and others accountable for timely results; maintains focus on outcomes despite changing conditions

- **Executive Presence & Communication** - Communicates with clarity and confidence; builds trust through transparency and professionalism; engages diverse audiences effectively
- **Change Leadership & Innovation** - Comfortable with pace and change; demonstrates problem-solving ability and creative thinking; takes calculated risks and learns from experience
- **Relationship Building & Influence** - Builds trust quickly across groups; motivates others through strong interpersonal skills and authentic engagement; manages complex stakeholder relationships
- **Delegation & Team Building** - Builds strong leadership capacity within the district; delegates appropriately while maintaining accountability and quality oversight
- **Fiscal Stewardship** - Demonstrates responsible management of public funds; maintains transparency in financial operations and long-term sustainability planning
- **Governance & Board Partnership** - Works effectively with school boards as a trusted advisor; understands governance role and superintendent role distinction

## PERSONAL CHARACTERISTICS

- **Grounded and Steady** - Leads without posturing; demonstrates practical judgment and consistency; builds confidence through dependability
- **Proactive & Self-Assured** - Comfortable managing multiple priorities and making decisions with confidence; takes initiative without waiting for approval
- **Community-Oriented** - Appreciates rural communities and understands their strengths; values relationships and personal connection
- **Resilient & Adaptable** - Thrives in dynamic, changing environments; maintains composure and effectiveness under pressure; learns quickly
- **Mission-Driven** - Sees education as a cornerstone of community life; genuinely committed to student success and the values of Delta County
- **Transparent & Accountable** - Operates with integrity; maintains open communication with the Board and community; acknowledges mistakes and adjusts course

# CALDWELL CONTACTS

Send resumes or nominations as soon as possible to:

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