

CALDWELL

WHY BECOME THE NEXT SUPERINTENDENT FOR DELTA COUNTY SCHOOL DISTRICT 50J

DELTA COUNTY SCHOOL DISTRICT 50J OFFERS A RARE OPPORTUNITY FOR A SUPERINTENDENT TO LEAD WITH VISIBILITY, INFLUENCE, AND PURPOSE IN A COMMUNITY WHERE SCHOOLS MATTER DEEPLY AND LEADERSHIP IS PERSONAL.





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COMMUNITY & LIFESTYLE



Delta County sits on Colorado's Western Slope and represents a rare balance of tradition, stewardship, and forward-thinking innovation. The community is deeply rooted in agriculture, family businesses, and land conservation, while embracing sustainable growth and long-term resilience.

Agriculture is not simply an industry here. It shapes the values, relationships, and work ethic of the community. That shared identity creates strong connections between schools, families, and local leadership.

At the same time, Delta County continues to evolve. Innovative agrivoltaic solar projects and renewable energy initiatives demonstrate a thoughtful approach to progress that respects both land and legacy.

For a Superintendent, this is a community where leadership is visible; relationships matter, and decisions have immediate impact. The lifestyle supports balance, longevity, and connection, making Delta County especially attractive to leaders seeking both professional fulfillment and quality of life.

DISTRICT SNAPSHOT

Delta County School District 50J combines manageable scale with real complexity, offering a Superintendent the ability to lead districtwide initiatives that produce visible, lasting outcomes.

The District operates with an annual budget of approximately \$94 million and employs roughly 740 staff members across instructional, operational, and support roles. The Superintendent is responsible for stewarding these resources in a fiscally responsible, transparent, and strategic manner.

The district spans multiple small towns and rural communities, requiring a leader who understands geographically dispersed systems, transportation logistics, staffing across varied sites, and the importance of consistency and equity across schools.

Delta County serves a diverse student population with meaningful economic need and opportunity. The district places strong emphasis on:

- Career and technical education
- Workforce alignment
- Multiple postsecondary pathways
- Supporting both college-bound and career-bound students

This is a district that is small enough to move and adapt, yet large enough for districtwide initiatives to produce visible, lasting outcomes.

POSITION PROFILE—ROLE OVERVIEW

The Superintendent of Schools serves as the Chief Executive Officer of Delta County School District 50J, providing strategic, instructional, and operational leadership across a geographically diverse district. This is a senior executive role requiring sound judgment, decisiveness, and the ability to lead people, systems, and community relationships simultaneously.

The Superintendent oversees all aspects of the district, including:

- Academic programs and instructional quality
- Staffing, evaluation, and professional development
- Finance, budgeting, and long-term sustainability
- Facilities, maintenance, safety, and transportation
- Legal compliance and implementation of Board policy
- Community, government, and stakeholder relations

The role requires a leader who is proactive, student-centered, and committed to continuous improvement while maintaining strong relationships with staff, families, and the broader community.

POSITION PROFILE—LEADERSHIP & GOVERNANCE

The Superintendent serves as the chief advisor to the Board of Education and acts as the executive officer responsible for implementing Board-adopted policies and priorities.

Key responsibilities include:

- Leading development and execution of the district's strategic plan
- Maintaining open, transparent, and effective communication with the Board
- Ensuring compliance with federal, state, and local laws and regulations
- Providing timely, accurate reporting on district performance and initiatives
- Preparing Board agendas and participating actively in Board meetings

This is a role that demands clarity, trust, and professional judgment. Success in this role depends on a strong, trust based partnership with the Board, built on transparency, professionalism, and clear communication.

POSITION PROFILE—EDUCATIONAL LEADERSHIP

The Superintendent provides instructional leadership focused on student growth, achievement, and continuous improvement.

Responsibilities include:

- Overseeing curriculum development and instructional practices
- Ensuring alignment with state and federal standards
- Supporting assessment systems and data-informed decision-making
- Advancing innovative programs, including career and technical education through the Technical College of the Rockies
- Ensuring equitable access to high-quality education for all students

The Superintendent sets the instructional tone and expectations districtwide.

POSITION PROFILE—HUMAN RESOURCES & STAFF DEVELOPMENT

The Superintendent is responsible for building and sustaining a high-quality workforce.

This includes:

- Recruiting, developing, supporting, and retaining staff
- Supervising and evaluating district administrators and principals
- Promoting a culture of professional growth, collaboration, and accountability
- Fostering positive labor relations and consistent personnel practices
- Recommending staffing structures, classifications, and salary adjustments

Strong leadership here directly impacts morale, retention, and student outcomes.

POSITION PROFILE—FISCAL MANAGEMENT

The Superintendent provides oversight of all financial operations of the district.

Responsibilities include:

- Directing development and management of the annual \$94M budget
- Ensuring responsible stewardship of public funds
- Overseeing audits, grants, and financial reporting
- Maintaining long-term financial sustainability
- Supporting principals and departments in efficient resource use

Fiscal discipline and transparency are core expectations of the role.

POSITION PROFILE—FACILITIES & OPERATIONS

The Superintendent oversees district facilities and operations, including:

- Maintenance, safety, transportation, and operational systems
- Short- and long-term facilities planning aligned with enrollment trends
- Ensuring safe, well-maintained learning environments
- Managing physical assets responsibly and efficiently

POSITION PROFILE—COMMUNITY & GOVERNMENT RELATIONS

The Superintendent serves as the primary spokesperson for the district and a visible civic leader.

Responsibilities include:

- Building trust with families, staff, and community members
- Collaborating with local governments and partner organizations
- Advocating for public education at local, state, and federal levels
- Maintaining strong relationships across multiple communities
- Promoting transparency and collaboration

In Delta County, the Superintendent is known by name and plays a central role in community life.

POSITION PROFILE—EVALUATION & ACCOUNTABILITY

The Superintendent ensures:

- Regular program evaluation
- Monitoring of district performance metrics
- Reporting progress toward district goals
- Data-informed decision-making across departments

IDEAL CANDIDATE PROFILE

Leadership Style & Pace

The Superintendent role in Delta County is fast paced, highly dynamic, and deeply visible. The ideal candidate is energized by this environment and thrives in situations that require adaptability, decisiveness, and steady leadership.

This leader is comfortable managing multiple priorities, moving quickly when needed, and maintaining accountability even as conditions evolve.

Rather than seeking routine or predictability, the ideal candidate welcomes momentum and challenge and remains focused on outcomes even as conditions evolve.

Results Orientation & Accountability

The Superintendent's primary focus is achieving results aligned with the district's strategic priorities.

Key expectations include:

- Staying focused on outcomes despite changing conditions
- Translating strategy into execution
- Driving progress through people and systems
- Holding self and others accountable for timely results
- Delegating effectively while maintaining oversight

While the Superintendent must understand systems and operations, the emphasis is on **results through people**, not micromanagement or over-involvement in routine details.

Delegation & Leadership Reach

The scope of the role requires effective delegation.

The ideal candidate:

- Delegates routine or repetitive details appropriately
- Builds strong leadership capacity within the district
- Follows up consistently to ensure quality and timeliness
- Maintains accountability without unnecessary control

This is a senior executive role that demands trust in others while retaining responsibility for outcomes.

BOARD OF EDUCATION OVERVIEW

The Delta County School District Board of Education is a collaborative, governance-focused body with deep community roots. Members bring backgrounds in education, agriculture, public service, and operations, creating a balanced and pragmatic governance structure.

The Board prioritizes:

- Fiscal stewardship
- Accountability and transparency
- Safe, supportive schools
- Long-term district stability
- Clear executive leadership

Board members expect partnership, professionalism, and trust from the Superintendent.

BOARD MEMBERS



Bethany Suppes — President
Focuses on fiscal responsibility, community confidence, and safe, welcoming school environments. Brings firsthand understanding of district operations and governance leadership.



Sheldon Kier — Vice President
Offers deep agricultural roots and extensive public service experience, including budget oversight and governance. Emphasizes accountability, transparency, and community engagement.



Tony Bohling — Secretary
Brings decades of public service experience and deep family ties to Delta County education. Offers operational insight and a student-centered mindset.

BOARD MEMBERS



Daniel Burke — Member
Career educator and former administrator with strong instructional, assessment, and leadership expertise. Brings a long-term educational perspective and commitment to relevance and safety.



Adena Kreutz — Member
Former educator with strong agricultural and rural values. Advocates for students, families, and youth while aligning education with community identity.

INCUMBENT SUPERINTENDENT



Caryn Gibson – Superintendent

She has been the Delta County School District Superintendent for the last 15 years. It has been an honor for her to serve the communities within the district and strive for the district motto.

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

*****The Board is seeking a leader who can honor this strong foundation while guiding the district into its next chapter.*****

SEARCH PROCESS

The Board of Education retains full authority for selection of the Superintendent and is committed to a thorough, transparent, and policy-aligned search process.

The process includes:

- Confidential outreach and screening of applicants
- Predictive Index (PI) assessment as one data point
- Initial interviews conducted virtually with Caldwell Team (Tim and Noelle)
- In-person finalist interviews
- Public notice of finalists
- Final Board appointment

The process is designed to respect candidates, maintain confidentiality where appropriate, and ensure alignment with district priorities.

COMPENSATION

Compensation Range:

\$185,000 - \$220,000, commensurate with experience and qualifications.

Qualifications:

- Administration degree required or currently in progress
- Valid Colorado Superintendent License or ability to obtain
- Successful experience in district-level or senior educational leadership
- Demonstrated expertise in instruction, finance, personnel management, and governance

Compensation reflects the scope, responsibility, and expectations of the role.

CALDWELL CONTACT INFORMATION

Candidates interested in learning more about this opportunity are encouraged to submit application materials and express interest.

Confidential inquiries are welcome, and additional details will be shared throughout the search process.

Please send inquiries to:

Tim DeMers, Partner
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