



McCall-Donnelly Joint School District
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Superintendent Search Information Packet

Purpose

Provide the Board with information for aligning superintendent recruitment, selection, and compensation with the current job description and District Strategic Plan, while comparing full-service Idaho School Board Association's Superintendent Search with an internally managed or hybrid approach.

Strategic Direction

McCall-Donnelly School District's mission is to develop lifelong learners today. The District's Strategic Plan identifies four goals:

- Academic Achievement
- Communication and Collaboration
- School Climate
- Continuous Improvement

The vision of the District emphasizes a safe environment with opportunities to explore, create and achieve, be challenged, become independent, develop community, and stewardship and belonging.

Existing Superintendent Expectations

[Policy 4012](#) identifies the superintendent as the chief executive officer for the Board and places responsibility across organization and administration, strategic and facilities planning, curriculum and instructional improvement, pupil, personnel, financial and business management, school-community relations, professional growth, and charter-school oversight. The policy requires a valid Idaho Administrators Certificate with Superintendent endorsement and at least three years of building- or district-level administrative experience with advanced degrees being preferred.

Policy 4012 was adopted in June 2013 and amended in December 2015. The existing policy is a strong operational foundation, but the search is an appropriate point to review the policy and decide if it should be updated to reflect the current Strategic Plan and organizational needs.

What Idaho Requires: [Idaho Code § 33-513](#)

Idaho code 33-513 authorizes a school district board of trustees to employ a superintendent for a term not exceeding three years. The superintendent serves as the executive officer of the board, and the board must conduct an annual written formal evaluation by June 1.

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Section 33-513 also conditions employment of professional personnel on holding a valid certificate when commencing duties.

During the 2026 legislative session, Idaho enacted House Bill 711, which added an Alternative Authorization Program for Administrators under [Idaho Code 33-1204A](#). The stated purpose of the legislation was to help Idaho districts that are struggling to find qualified administrators, particularly where districts face recruiting difficulty, by creating an alternative route coupled with preliminary requirements and mentoring.

Under the Idaho Department of Education implementation materials for [Idaho Code 33-1204A](#), a school district board may request a three-year interim administrator certificate for a qualified candidate. The authorization may include the superintendent endorsement when the proposed assignment is superintendent.

Traditional Route	2026 Alternative Authorization Route
Candidate holds or obtains the standard Idaho Administrator credential with Superintendent endorsement through the traditional certification pathway.	District Board requests a three-year interim administrator certificate/appropriate endorsement for an eligible candidate under 33-1204A.
Preparation and endorsement requirements are satisfied through the standard certification route.	Candidate may qualify through a Grow-Your-Own or Executive Leadership experience pathway, subject to statutory and department requirements.
No alternative authorization mentoring program is needed.	Required mentoring and an individualized professional learning/competency process apply during the interim authorization.

Current Alternative Authorization Requirements

The Idaho Department of Education application packet created June 1, 2026, identifies the following principal requirements for the 2026-2027 alternative administrator process:

- A baccalaureate degree or higher from an accredited four year institution
- A minimum of five years of qualifying professional experience through either the Grow-Your-Own pathway or Executive Leadership Pathway.
- Grow-Your-Own experience consists of certified teaching experience in one or more Idaho public schools.
- Executive Leadership experience may include higher education, government service, nonprofit service, private sector service, military service, or equivalent experience as determined by the Idaho Department of Education.
- Successful completion, before approval, of a three-semester-credit course in the statewide framework for teacher evaluations that includes a laboratory or applied component.
- Background investigation requirements and official transcripts.
- A Board of Trustees letter affirming the candidate demonstrates leadership, knowledge

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and skills; stating intent to employ and committing to required mentoring.

- An initial assessment of applicable administrator competencies, including Superintendent Standards when authorization for superintendent is requested.

[Idaho Department of Education - Alternative Authorization Administrator Certificate Application Packet](#)

How does this impact the McCall-Donnelly School District Search?

McCall-Donnelly School District's existing Superintendent Job Description requires an Idaho Administrator Certificate with Superintendent endorsement and establishes local educational and experience qualifications. The new state pathway means the Board should distinguish between qualifications required by state law, certification rules, and additional qualification McCall-Donnelly School District chooses to impose as local minimums or preferences.

The existence of 33-1204A does not automatically invalidate a more restrictive local job description. For the search, however, the current language could exclude a candidate whom state law would otherwise permit the District to employ through alternative authorization. The Board should therefore decide this issue before advertising the position and obtain legal/policy review before modifying Policy 4012 or relying on alternative authorization.

Superintendent Performance Standards

- Leadership and District Culture
- Policy and Governance
- Communications and Community Relations
- Organizational Management
- Curriculum Planning Development
- Instructional Leadership
- Human Resources Management
- Values and Ethics of Leadership
- Employee Relations

[Exhibit 4030H](#), dated September 10, 2014, states that a high-quality superintendent evaluation process supports board/superintendent relationships, role clarity, shared understanding of leadership and public accountability.

Strategic Alignment

Strategic Plan	Superintendent Quality	Policy 4012	Policy 4030 Standards
Academic Achievement	Instructional leader focused on rigorous learning, evidence and student outcomes	Curriculum alignment, program evaluation, student programs	5-6

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Communication & Collaboration	Visible, trusted communicator who develops two-way relationships	Board liaison, school community relations	2-3
School Climate	Leader who sustains safety, belonging, civility and organizational culture	Personnel leadership, educational programs	1, 7-8
Continuous Improvement	Systems thinker who evaluates programs, people, resources, and long range needs	Strategic planning, facilities, budget, program review	1, 4, 7
Board Governance	Clear board/superintendent role differentiation, strong recommendations and policy execution	CEO to board, policy recommendations	2
Organizational Leadership	Executive capacity across finance, human resources, facilities and operations	Administration, finance, facilities, personnel	4, 7, 9

Compensation and Market Analysis

For 2025-2026 the statewide superintendent/assistant superintendent average reported in the Idaho salary dataset is \$132,910. Because that figure combines superintendent and assistant superintendents and includes districts of widely different sizes and complexity, it should be treated as context rather than a single salary-setting benchmark.

District	Salary Reported for 25-26	Total Staff	Total Students	Reason for Comparison
McCall-Donnelly	\$165,375	177	1,394	Current MDSD Benchmark
Teton County	\$130,000	241	1,694	Enrollment Peer/Destination Market
Bear Lake County	\$133,525	190	1,374	Enrollment Peer
Fruitland	\$127,400	224	1,551	Enrollment Peer
Cascade	\$108,500	37	216	Nearby geographic
Moscow	\$159,455	392	2,104	Destination Market
Blaine County	\$198,450	519	2,993	Destination/Resort Market
Lake Pend Oreille	\$209,139	606	3,791	Destination/Recreation Market
Caldwell	\$177,944	582	4,933	Statewide Market
Pocatello	\$176,127	1,478	11,486	Statewide Market
West Ada	\$230,882	5,011	37,953	Upper Statewide, Much Larger Organization
Boise	\$218,362	3,087	21,722	Upper Statewide, Much Larger Organization

Salary setting caution: base salary should be evaluated alongside contract term/days, retirement, insurance, leave, vehicle/travel provisions, professional dues, technology/phone provisions and other compensation. Comparable total compensation may differ materially from published salary alone.

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Cost and Resource Comparison

1. Current ISBA Search Fees [ISBA 2026 Superintendent Search Service brochure](#)

Option	Cost	Included
Marketing of Opening	\$3,750	Planning, qualifications, recruitment, materials, nationwide marketing, applicant communication, application review and finalist assistance.
Marketing and Full Search	\$8,750	Marketing services plus reference protocol, interview scheduling/development, board interview training and onsite support, selection and contract/salary assistance.
Full Search + Teambuilding	\$9,750	Full search plus Board/Superintendent teambuilding workshop within 90 days after the new superintendent begins.

ISBA also indicates that additional services may carry additional fees and that a portion of the fee may be reimbursable through State-approved governance training. Any reimbursement should be verified with ISBA before being deducted from the District search budget.

2. Estimated McCall-Donnelly School District Internal Staff Commitment

An internally managed process should not automatically be considered a zero cost alternative. The following is a broad estimate for an internally managed search.

Hours	Description
75-110	Timeline, postings, applicant files, correspondence, board materials, scheduling, interview logistics, records and communications coordination. Recruitment materials, website/postings, stakeholder survey support, public communications.
35-55	Leadership profile, qualification review, credential screening, candidate research, references, transition support, calculation of overall compensation ranges, providing data on benefits and budget.
110-165	Estimated district employee capacity devoted to search

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Superintendent Search Process Example

Before the position is advertised, the Board should establish the framework that will govern the search. It is important to note that McCall-Donnelly School District policy #5200 requires vacancies be advertised internally for a period of five (5) working days when the vacancy is posted prior to the last instructional day of the school year.

Step	Board Action	Result
1	Determine allowable credential path	Decide whether candidates must qualify through the traditional Idaho Superintendent endorsement or whether candidates eligible for Idaho's alternative administrator authorization may also be considered.
2	Review Strategic Plan	Identify the leadership competencies necessary to advance McCall-Donnelly School District's strategic priorities
3	Establish position requirements	Identify minimum and preferred qualifications
4	Establish Superintendent Leadership Profile	Define the experience, leadership attributes and competencies candidates will be evaluated against.
5	Review current superintendent job description	Determine whether revisions are necessary before recruitment
6	Approve updated job description	Establish the official duties and qualifications for the position
7	Establish compensation parameters	Determine salary range, benefits, and other contract considerations
8	Select search model	Internal McCall-Donnelly School District, ISBA, or hybrid
9	Approve search timeline	Establish recruitment, screening, interview,

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		selection and anticipated start dates
10	Approve selection process	Determine screening, interviews, stakeholder participation, references and finalist procedures

Full 2025-26 Idaho Superintendent / Assistant Superintendent Salary Comparison

Source: statewide salary list published for the 2025-26 school year. The source list contains superintendent and assistant superintendent positions. The table below reproduces the full district/LEA, administrator name and salary available in that source. Salary figures are reported salary and should not be interpreted as total compensation. Any cells left blank require further research.

District / LEA	2025-26 Salary	Total Staff (2025 Headcount)	Total Students
West Ada	\$230,882	5,011	37,953
Boise	\$218,362	3,087	21,722
Lake Pend Oreille	\$209,139	606	3,791
Blaine County	\$198,450	519	2,993
Boise	\$188,407	3,087	21,722
Boise	\$188,407	3,087	21,722
Post Falls	\$185,101	833	5,833
Bonneville	\$180,040	1,617	13,489
Caldwell	\$177,944	582	4,933
Pocatello	\$176,127	1,478	11,486
Blaine County	\$175,840	519	2,993
Lewiston	\$175,000	706	4,516
Twin Falls	\$173,040	1,183	
Vallivue	\$172,200	1,168	10,701
West Ada	\$171,510	5,011	37,953
Nampa	\$168,985	1,317	12,462
Jefferson County	\$168,000	830	6,457
McCall-Donnelly	\$165,375	177	1,394
Homedale	\$165,087		1,470
Idaho Falls	\$165,000	1,297	9,739
Mountain Home	\$164,416		3,550

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Minidoka County	\$163,185	504	4,110
Post Falls	\$162,641	833	5,833
Moscow	\$159,455	392	2,104
Madison	\$158,340	771	5,673
Lakeland	\$156,000	586	4,648
Lake Pend Oreille	\$154,791	606	3,791
Filer	\$152,358		1,469
Middleton	\$150,000		4,400
Hagerman	\$150,000		346
Cassia County	\$150,000	666	5,468
Kuna	\$149,000	707	5,695
Twin Falls	\$147,362	1,183	
Lapwai	\$147,016		461
Nampa	\$145,921	1,317	12,462
Kimberly	\$145,782		1,202
Lewiston	\$145,596	706	4,516
Coeur D'Alene	\$145,250	1,274	9,677
Coeur D'Alene	\$143,850	1,274	9,677
Emmett	\$142,456		2,473
Madison	\$141,540	771	5,673
Vallivue	\$140,595	1,168	10,701
American Falls	\$140,000		2,104
Preston	\$140,000		2,296
Blackfoot	\$137,501		3,801
Gooding	\$136,700		1,192
Fremont County	\$136,500		2,106
Fremont County	\$136,500		2,106
Blackfoot	\$135,436		3,801
Genesee	\$135,185		283
Wendell	\$135,000		1,126
Shelley	\$134,806		2,446
Bear Lake County	\$133,525	190	1,374
Snake River	\$133,136		3,429
Emmett	\$131,500		2,473
Wilder	\$130,944		596

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Shoshone	\$130,419		500
Teton County	\$130,000	241	1,694
Mountain View	\$130,000		1,019
Marsh Valley	\$129,163		948
Orofino	\$128,614		1,053
Post Falls	\$127,975	833	5,833
Troy	\$127,590		323
Fruitland	\$127,400	224	1,551
Marsing	\$127,169		802
Buhl	\$126,210		2,029
Parma	\$126,185		1,001
West Bonner County	\$125,974		970
Cassia County	\$125,762	666	5,468
Preston	\$125,000		2,296
Kuna	\$123,999	707	5,695
Aberdeen	\$123,130		593
Sugar-Salem	\$122,850		2,253
Kootenai	\$122,767		209
Glenns Ferry	\$121,239		331
Lakeland	\$120,750	586	4,648
Cottonwood	\$120,000		411
Richfield	\$120,000		208
Bliss	\$120,000		110
Hansen	\$118,965		461
New Plymouth	\$118,650		1,469
St Maries	\$118,638		825
Middleton	\$118,145		4,400
Boundary County	\$118,061		1,694
Kendrick	\$117,905		252
Highland	\$117,810		165
Potlatch	\$116,000		439
Melba	\$115,561		808
Firth	\$115,500		773
Kuna	\$115,145	707	5,695
Payette	\$115,000		3,801

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Murtaugh	\$115,000		346
Plummer-Worley	\$115,000		340
Bruneau-Grand View	\$114,109		
Weiser	\$114,000		
Kellogg	\$112,824		1,091
Oneida County	\$112,000		944
Rockland	\$111,773		209
Challis	\$111,240		329
West Side	\$110,684		825
Castleford	\$110,376		
Horseshoe Bend	\$110,000		168
Cascade	\$108,500	37	216
Dietrich	\$108,052		154
Salmon	\$107,000		607
West Jefferson	\$107,000		623
Kamiah	\$106,589		473
Butte County	\$105,000		377
Basin	\$105,000		291
Garden Valley	\$105,000		209
Wallace	\$104,102		652
Ririe	\$103,785		707
Soda Springs	\$103,000		773
Nezperce	\$102,959		257
Payette	\$102,910		3,801
Mullan	\$102,528		167
Grace	\$101,764		519
Meadows Valley	\$100,000		138
Notus	\$100,000		321
Salmon River	\$99,100		167
Jerome	\$96,868		3,866
Whitepine	\$94,500		209
Swan Valley Elementary	\$92,500		45
North Gem	\$92,000		148
Cambridge	\$91,789		209

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Council	\$90,000		244
Midvale	\$85,000		209
Avery	\$84,000		7
Clark County	\$83,272		100

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