



SUPERINTENDENT SEARCH



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THURSDAY, MAY 8

ABOUT CLEAR CREEK SCHOOL DISTRICT RE-1

The Clear Creek School District R-1 in Clear Creek County, Colorado, is located 33 miles west of Denver. The district serves about 650 students in the communities of Evergreen, Idaho Springs, Georgetown, and Empire. The district operates on a four-day school week, with Fridays reserved for activities and community involvement. Clear Creek R-1 emphasizes academic excellence, outdoor learning, and a unique mountain environment for education.

The Clear Creek Board of Education is seeking a highly qualified Superintendent to assume the responsibilities of the position July 1, 2025. The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The board recognizes the importance of selecting a superintendent with both classroom and administrative leadership experience. Applicants for the position should possess a comprehensive understanding and practical experience in complying with the legal obligations regarding meetings and records specific to the state of Colorado.

SALARY & BENEFITS

Salary Range: \$155,000-\$185,000 - Negotiable upon experience and qualifications with a comprehensive benefit package.

HIRING TIMELINE

APPLICATION
CLOSE DATE
5/8

SEMI-FINALIST
SCREENING
5/14 & 5/15

FINALIST
INTERVIEWS
6/5 & 6/6

START DATE
7/1

DESIRED LEADERSHIP QUALITIES

Leadership - A leader that brings clear structure, sets high expectations, and confidently holds people accountable while maintaining a collaborative spirit. A leader that demonstrates urgency in decision-making, addresses tough issues directly, and streamlines operations to drive a system of excellence. A leader that is humble, guided by strong ethical standards, and committed to building a positive, innovative culture where individuals are developed and coached to their fullest potential. A leader that inspires growth, fosters leadership at all levels, and elevates both people and systems toward a shared vision of success.

Vision - An individual who builds excellence through research and demonstrates the ability to drive innovation from the classroom to the school board, to the building, and to the overall community.

Communication - A strong communicator who is transparent and trustworthy. A leader who has the skills to use technology and social media in their communication with staff, parents, students and community. A leader who communicates with clarity and empathy, uniting stakeholders through challenges and celebrating successes. They build trust, foster connection, and create a shared sense of purpose in every season.

Visibility - An individual who will become involved in the community and be known by the classroom teachers, parents and the greater community.

Accountability - An individual with strong financial acumen, and a thorough understanding of Colorado School finance. A person who leads using processes and procedures from the boardroom to the classroom rooted in common sense. An education leader who will both empower staff and hold them accountable. A person with experience managing capital improvement projects and bond financing. A leader who gets results.

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