

NORFOLK PUBLIC SCHOOLS

NOTHING PREVENTS SUCCESS!

NASB is accepting applications for Superintendent of Schools on behalf of Norfolk Public Schools.

Norfolk Public Schools is a Class A school that serves 4,300+ students, ranging in ages birth to 21 years old. The district includes Little Panther Preschool, 7 Elementary School buildings, a Middle School (grades 5-6), a Junior High School (grades 7-8), and a High School (grades 9-12). NPS exceeds all accreditation requirements of the Nebraska Department of Education. Student test scores continue to climb and outperform state averages in many assessments given throughout the district. The graduation rate has improved dramatically in the past five years and several of our schools have received state and national awards for outstanding achievement. NPS has many great long-term strategies in place including a comprehensive strategic plan, a highly effective instructional model and a strong mission and vision with a focus to **Be Outstanding!** They are committed to Professional Learning Communities (PLCs), which provide time for collaborative dialogue and continuous learning to improve instructional practices. NPS curriculum is developed through the collaborative work of PLCs teams to create specific learning targets and assessments that prepare students to meet the Nebraska College and Career Ready Standards and accurately measure the students' progress toward them.

The district offers before and after school activities, summer school enrichment programs, early childhood education, college and career readiness classes and experiences, advanced technology integrations, counseling services, individualized health plans, transition services, and the list goes on. Many of the educational programs at NPS did not even exist a few years ago but now are critical to the success of students. NPS is committed to providing outstanding educational opportunities for all students, and knows they must continue to adapt to the needs of their students and community.

The success of many Norfolk Public Schools programs comes from the engagement of the community. Whether it is community members reaching out to support the district through the schools' Foundation and volunteering or through more direct connection in the district's schools, in the career academies, and participating in activities such as business fairs and mock interviews, the community's engagement has a direct impact on the success of NPS students.

Norfolk has a population of 24,955, and is located 45 minutes N of Columbus, 100 miles NE of Grand Island, and 1 hour S of Yankton SD. The city offers civic and social opportunities for adults and kids. To learn more about the Norfolk community visit <https://visitnorfolkne.com/>

The Norfolk Public Schools Board of Education is looking for applicants who will:

- Advocate for and be supportive of student-centered academic excellence through data-informed, visionary instructional leadership personalized to students' needs
- Provide district-wide leadership that empowers school teams, fosters accountability, encourages collaboration, and ensures effective management of educational and operational responsibilities
- Foster community trust and engagement by serving as a visible, accessible, and transparent leader who builds meaningful relationships through strategic communication and advocacy
- Navigate financial challenges at the local, state, and federal levels leveraging prior budgeting experience and knowledge of TEEOSA
- Possess exemplary communication skills to promote open dialogue
- Demonstrate leadership in establishing and/or growing the effectiveness of professional learning communities
- Other Requirements:
 - Education Level: Doctorate degree preferred. Must qualify for Nebraska Administrative and Supervisory Certificate.
 - Certification: Must possess a Nebraska Administrative and Supervisory Certificate at all times during employment with a Superintendent endorsement and such other endorsements as required by NDE Rule 10.
 - Experience Desired: Five years prior experience as a Superintendent or Associate Superintendent preferred.
 - Must have ability to work effectively with professional staff to provide leadership in a creative learning climate

www.norfolkpublicschools.org

BOARD OF EDUCATION (Years of Service)

Brenda Carhart -Board Chair (5)
Teri Bauer (3)
Cindy Booth (3)
Dr. Patti Gubbels (7)
Steve McNally (1)
Tom Stanton (2)

PK-12 Enrollment: 4,400

Assessed valuation:
\$ 4,292,995,775

Total operating budget:
\$ 92,001,244

Total current district mill levy:
\$ 0.8737

Balance of cash reserves:
\$ 21,000,000

% of Free/Reduced Lunch:
54.9%

of Administrative Staff: 22

of Buildings: 11



Information regarding the position and application process can be found at:

www.NASBsuptsearch.org

You may also call or email:

SHARI BECKER
Director of Search Service
800-422-4572
sbecker@NASBonline.org

Application Deadline: Sunday, January 4, 2026
Start Date: July 1, 2026

