



## **SUPERINTENDENT VACANCY ESTES PARK SCHOOL DISTRICT R-3**

The Estes Park School District is seeking a Superintendent beginning on July 1, 2026, with a base salary range expected to be \$140K to \$160K; other benefits to be negotiated.

### **About Estes Park School District**

Estes Park School District R-3 serves approximately 900 students in a close-knit mountain community at the gateway to Rocky Mountain National Park—an extraordinary setting that naturally extends learning beyond the classroom and into the outdoors. With three schools serving PK-12, an early childhood education program, and an options program, EPSD offers the advantages of a small district—strong relationships, individualized support, and deep community connection—paired with ambitious goals for academic achievement, student wellness, and authentic, real-world learning.

Spanning 445 square miles, the district serves families across the Estes Valley, including Estes Park, Glen Haven, Drake, Allenspark, and Pinewood Springs. Located primarily in Larimer County, EPSD is strengthened by longstanding partnerships with families, community organizations, and local supporters who invest in students and schools.

Estes Park appeals to those seeking a quieter, nature-centered lifestyle surrounded by the beauty of the Rocky Mountains. The community is known for small-town safety, welcoming and family-oriented neighborhoods, and a slower, healthier pace of life. With a sunny, dry climate and abundant outdoor recreation, Estes Park is a place where children grow up connected to nature, neighbors know one another, and daily life feels intentional and grounded.

Student learning is grounded in the Colorado Academic Standards and shaped by EPSD's Global Outcomes, which emphasize academic content, creativity, critical thinking and problem solving, communication, collaboration, compassion and global awareness, wellness, and perseverance.

EPSD provides a full continuum of programs and services, including innovative technology integration, career and postsecondary readiness pathways, and targeted student supports designed to help every learner thrive. At the high school level, EPSD offers the Colorado Diploma Endorsement and the Seal of Biliteracy, recognizing graduates who demonstrate proficiency in two or more languages.

Guided by a multi-year strategic plan, EPSD is focused on:

- **Academic achievement and growth**
- **Real-world learning and demonstrations of student learning**
- **Wellness and belonging for students and staff**
- **Family and community partnership**

Together, this work reflects the district's "Innovation at Elevation, Learning at a Higher Level" mindset—preparing students to succeed locally and compete globally in a remarkable mountain setting.

**District Vision Statement:** Excellent Educational Experiences for Every Student, Every Day.

**District Mission:** Engage all learners in authentic learning for global application.

**District Beliefs:**

- Family partnership is critical for student success.
- Rigorous, authentic learning experiences create successful global citizens.
- Meaningful, professional learning opportunities improve educators' practice and impact student learning.
- Physical, social, and emotional wellness in a safe, positive environment is the foundation for learning.
- Effective communication, collaboration, and active engagement with our community is integral to school success.

**District Highlights and Points of Pride:**

- **Committed to continuous improvement:** EPSD embraces a culture of reflection, learning, and responsiveness—using evidence, feedback, and collaboration to strengthen instruction, operations, and student supports year over year.
- **Demonstrated improvement in accreditation:** Guided by the district's strategic plan, EPSD achieved a **ten-point gain in its accreditation rating over two years**, reflecting intentional goal-setting, aligned action, and accountable progress across the system.
- **Dedicated to student outcomes:** The district maintains a clear focus on measurable student success—academic growth, postsecondary readiness, and whole-child development—so that every learner is supported to achieve at high levels.
- **Passionate, caring educators:** EPSD is proud of teachers who combine high expectations with deep personal investment in students—building strong relationships, meeting learners where they are, and creating classrooms where students feel challenged, supported, and inspired.
- **Clear district identity and shared expectations:** A community-defined vision—anchored by EPSD's Global Outcomes—guides teaching, learning, and graduate readiness across PK-12.
- **Unmatched place-based learning:** Estes Park's setting at the gateway to Rocky Mountain National Park extends learning beyond the classroom through outdoor, experiential, and locally connected opportunities.
- **Strong community partnerships:** Deep, longstanding collaboration with local organizations and supporters expands student opportunities and strengthens school-community ties.
- **Student-centered culture and relationships:** A restorative practices approach emphasizes belonging, accountability, and problem-solving—building a positive, supportive learning environment.
- **High-quality programs in a small-district setting:** Comprehensive PK-12 offerings provide personalized learning, strong relationships, and broad opportunities typically found in larger systems.
- **Multiple pathways to postsecondary success:** Robust college and career readiness options—including concurrent enrollment and career/technical learning—support diverse student goals.
- **Family choice and engagement:** Flexible learning options, including the K-8 Options Program, reflect a commitment to meeting families where they are and strengthening engagement.
- **Whole-child commitment:** EPSD prioritizes student wellness and access to supports that promote safety, mental health, and overall well-being.
- **Positive momentum and accountability:** The district demonstrates continuous improvement and transparency through state performance measures and ongoing progress.
- **A community that invests in students:** Generous local support—through the Estes Park Education Foundation and other partners—enhances classrooms, innovation, and student scholarships.
- **Exceptional graduation outcomes (94.2% graduation rate):** EPSD's strong graduation rate reflects a community-wide commitment to ensuring students are known, supported, and prepared to successfully complete high school and transition confidently into college, careers, or service.
- **Multilingual achievement and global readiness (Seal of Biliteracy):** Students have the opportunity to earn the Seal of Biliteracy, demonstrating high-level proficiency in English and at least one additional language—an accomplishment that strengthens postsecondary access, career opportunities, and global citizenship.
- **Environmental leadership and stewardship (Seal of Climate Literacy):** Students have the opportunity to earn the Seal of Climate Literacy, demonstrating a strong understanding of climate science, sustainability, and civic responsibility—preparing graduates to think critically, solve real-world problems, and lead in an environmentally connected mountain community.

- **Authentic learning, showcased publicly:** Student learning is made visible through showcases, exhibitions, performances, and presentations that highlight real-world application, creativity, and communication—celebrating student work and strengthening community connection to schools.
- **Strong stakeholder confidence:** District perception survey results show **74% favorable responses from families** and **76% favorable responses from students**, underscoring positive school experiences, strong relationships, and a community that values the direction of its schools

Visit the District Website for more information: [Estes Park School District](http://Estes Park School District)

Link to Superintendent Job Posting on the HYA Website:  
<https://hyasearch.com/job/superintendent-estes-park-co/>

#### INCLUDE IN YOUR FRONTLINE APPLICATION:

1. Cover letter
  - Stating specific and detailed interest in the Estes Park Superintendent position
  - Qualifications for the position
2. Full resume/vitae
3. Three current letters of recommendation
4. Contact information of three additional references different than the reference letters

<b>Search Timeline - All Application Materials Due By: March 20, 2026</b>	
March 10, 2026 (Board Meeting)	District Leadership Profile Report released
March 23, 2026 (Board Meeting)	HYA to present slate of candidates to the Board
April 4, 2026 (Saturday- Executive Session)	Board first-round interviews (the slate)
April 4, 2026 (Saturday-Board Meeting)	Announce finalists publicly
April 15, 2026	Finalists Day in the District
April 16, 2026 (Board Meeting)	Board conducts final interviews in public
April 20, 2026 (Board Meeting)	Superintendent's hiring approved/announced
July 1, 2026	Superintendent contract formally begins

#### For questions regarding the Estes Park Superintendent search, contact:

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