



Winterset Community Schools

Information for Prospective Teachers

2020-2021

A GREAT PLACE TO LIVE AND LEARN

WCSD MISSION, VISION AND GOALS



OUR MISSION, VISION & GOALS

WCSD MISSION: Our Core Purpose and Distinction

To continually improve the learning environment to empower all students to achieve personal excellence.

WCSD VISION: What We Intend to Create

To be renowned for our progressive curriculum and innovative instructional practices. This vision is centered on creating an environment dedicated to empowering all students to achieve individual excellence. People in the school community will be excited about learning. This excitement will be fostered by:

- State of the Art Facilities
- Teaching and Learning
- Advanced Technology
- Community Partnerships
- Financial Stability

WCSD GOALS: What We Will Focus On

Per No Child Left Behind Guidelines, all students are to be proficient in reading, math and science. We will strive to meet this challenge and expect at least 5% more students will be proficient and advanced proficient in reading, math and science during each school year.

WCSD

A GREAT PLACE TO LIVE AND LEARN

WCSD MISSION, VISION AND GOALS

CITY OF WINTERSET

Discover the Heartland of America

Located just 25 minutes south of Jordan Creek Mall, Winterset is located in the heart of Madison County.

Winterset is a fascinating and fun place to live, explore, and visit, with a rich history, enticing shopping and dining. We offer welcoming lodging, a thriving business community, a responsive economic development group, and a whole calendar's worth of great community events.



A total of six covered bridges are located in Madison County, including one in Winterset City Park. The annual Covered Bridge Festival celebrates the bridges and local heritage every second full weekend in October. The covered bridges, popularized by Robert James Waller's novel, *The Bridges of Madison County* was made into a feature film starring Meryl Streep and Clint Eastwood and was also a Broadway musical in New York City.

The Madison County Courthouse, the middle of the town square, was built in 1868, and rebuilt in 1876 after being partially destroyed by fire. The town square is vibrant with stores to meet almost everyone's tastes and shopping needs. The John Wayne Birthplace Museum is located just south of the downtown area.

To find out more about Winterset and Madison County visit these websites:

Madison County Chamber of Commerce

www.madisoncounty.com

The Winterset Citizen

www.thewintersetcitizen.com

Winterset City

www.winterset.govoffice.com

Madison County

www.madisoncoia.us

Madison County Historical Society

www.madisoncountyhistoricalsociety.com

Madisonian

www.news.madisonian@gmail.com

What Makes WCSD a Great Place to Work?

Dedication of Time and Resources Focused on Continuous Improvement

- Daily and weekly opportunities for professional development that meet building and job-alike needs
- Focused priorities
 - Iowa Core/National Standards
 - Gradual Release of Responsibility Instructional Framework
 - Professional Learning Community Culture
 - Technology Integration
- Teacher Leadership Program
 - Instructional Coaches
 - Lab Teachers
 - Mentors
 - PLC Team Facilitators
 - Building Leadership Teams



Collaborative, Problem-Solving Commitment

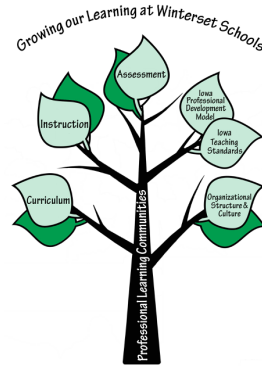
- Team Winterset-interest based bargaining
- Strategic Roadmap
- Professional Learning Community Culture

Systemic Structures

- PK-12 Curriculum Plans
- Multi-tiered System of Support
- Whatever I Need/Seminar Time
- Positive Behavior Instructional Supports

Recent Awards

- **Elementary**
 - * **Exemplary Status- Ia. Report Card (2018)**
- **Middle School**
 - * **Exemplary Status- Ia. Report Card (2018)**
 - * **Promising Practices**
 - * **National Blue Ribbon Winner (2019)**
- **High School**
 - * **US News & World Report-Bronze Honor (2018 & 2019)**
- **District**
 - * **Professional Learning Community Model District (2019)**



Whatever it Takes
The Three Big Ideas
Learning • Collaboration • Results

The Five Big Questions

- What do we want all students to know and be able to do?
- How will we instruct?
- How will we know that the students are learning?
- How will we respond when the students are not learning?
- How will we respond when students already know what we intend to teach?

The most fundamentally important purpose of a Professional Learning Community is the commitment to student learning.

WINTERSET COMMUNITY SCHOOLS

About...

WINTERSET COMMUNITY SCHOOL DISTRICT

Superintendent: Mr. Justin Gross

Board of Education

Jeff Nicholl, President
Jared McDonald, Vice President
Julie Knobloch
Kirk Macumber
James Olson
Cammy Leners, Secretary/Treasurer

Enrollment 2019-20

Elementary	441
Middle School	363
Junior High	269
High School	513
Total	1586

Employees: WCSD is the largest employer in the City of Winterset. Employing 279 people, our certified teaching staff represents 132 of these individuals.

Masters Degrees	49
Bachelors Degrees	83
Number of Women	100
Number of Men	32
Average Age	40
Avg. years of Experience	14

SCHOOLS:

WINTERSET HIGH SCHOOL (9-12)
Kent Abrahamson, Principal
Jeremy Hilbert, Associate Principal
Randy McDonald, 7-12 Activities Director
720 Husky Drive
(515) 462-3320
(515) 462-2718 FAX

WINTERSET JUNIOR HIGH SCHOOL (7-8)
Joshua Heyer, Principal
720 Husky Drive
(515) 462-3336
(515) 462-2718 FAX

WINTERSET MIDDLE SCHOOL (4-6)
Kevin Oswald, Principal
706 W. School Street
(515) 462-3010
(515) 462-4149 FAX

WINTERSET ELEMENTARY SCHOOL (PK-3)
Doug Hinrichs, Principal
Clint Driftmier, Associate Principal
404 S. 2nd Avenue
(515) 462-1551
(515) 462-5025 FAX

WCSD BENEFITS-CERTIFIED

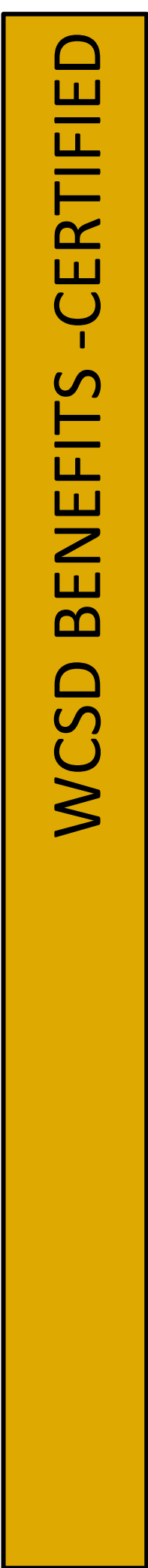
Contract Year 2020-21
 190 Contract Days: August 14, 2020- June 1, 2021
 Thanksgiving Break: November 25-27, 2020
 Winter Break: December 23, 2020-January 1, 2021
 Spring Break: March 15 – 19, 2021

Benefit Leaves 2020-2021	Brief Description
Personal Days	Two personal days per year; up to three days may be accumulated with a maximum of five days total.
Sick Leave	Eleven sick leave days the first year (graduated increase up to 15 days by the 5 th year); unused leave allowed to accumulate with a maximum of 115 days.
Family Sick Leave	Up to five days of the regular sick leave may be used for the care or support of a family member.
Bereavement	Five days per year for the death in the employee's family. One of the five days may be used for a non-family member.

Insurance Benefits	Brief Description
Health Insurance	Group Health Insurance through Wellmark --single coverage; district provided ❖ Enrollment: must enroll at initial eligibility or a Qualifying Event
Dental	Delta Dental -- elective
Long Term Disability	LTD Insurance through CIGNA – district provided
Basic Term Life Insurance/AD&D	Basic Term Life and AD & D through CIGNA – district provided
Supplemental Life Insurance	Additional life insurance through CIGNA -- elective
Dependent Term Life	Additional life insurance coverage for your spouse or children through CIGNA – elective

Other Benefits Available	Brief Description
Section 125 Program (FLEX)	An elective program providing employees an opportunity to place a portion of their pre-tax salary into a flexible spending account for out-of-pocket medical and dependent day care expenses. The district utilizes the services of BASE.
IPERS	Iowa Public Retirement System. Employees currently contribute 6.29% of their salary and the district contributes 9.44%.
403(b) Plan	Employees may elect to participate in a pre-tax payroll contribution from a list of approved vendors.
Winterset Fitness Express	The district partners with the local fitness facility, Winterset Fitness Express, for a discount on their membership fees.

Master Contract language supersedes anything contained in this general overview. For additional information, documents, or forms, please call 515-462-2718 or visit the WCSD Intranet – Human Resources page at https://www.edline.net/pages/Winterset_Community_SD/Faculty_Staff/Faculty_Staff_Intranet/Human_Resources



WCSD HIRING PROCESS

**Interested in seeking a teaching position with
Winterset Community Schools?**

Job Posting Locations

❖ TeachIowa website www.teachiowa.gov

❖ Winterset Community Schools website www.winterset.k12.ia.us
Select District Departments>>Human Resources>>News>>Current Job Openings

In order to be considered for a vacancy, applicants must submit all required materials.
Applicants selected for interviews will be contacted by the building principal.

Employment Notice

Once an applicant is recommended to the Superintendent for a position, the following pre-employment requirements must be met prior to final approval for employment:

- ❖ National Criminal History Background Check
- ❖ Sex Offender Registry Background Check
- ❖ Central Registry for Child Abuse Check
- ❖ Dependent Adult Abuse Check
- ❖ DCI Criminal Background Check (with fingerprints—by the BOEE w/licensure)
- ❖ Acceptable written references
- ❖ Current and valid license to teach assigned area
- ❖ Approval by the Winterset Board of Education

Questions About The Process?

Contact

**Winterset Community Schools
Payroll & Employee Specialist
303 Wambold Drive
Winterset, Iowa 50273**

**Phone: 515.462.2718
Fax: 515.462.2732**

WINTERSET COMMUNITY SCHOOLS

Why...WINTERSET COMMUNITY SCHOOL DISTRICT

Why Not? Winterset is a great little community-not too small and not too big. Great downtown area, county seat, great schools and great people. It is only 30 minutes to Des Moines for shopping, an international airport, performing arts, dining and specialty clinics.
Think Winterset!
(Tech Director)

Teaching in Winterset awards you with a student-centered environment, and many learning opportunities that encourage you to grow and become more successful as a teacher.
(Veteran Special Education Teacher)

Winterset is a great place to live and learn together. This community is a place where children can play in safe neighborhoods and have enriching learning experiences in our schools. Winterset is a place where people work together, grow professionally, and take genuine interest in the lives of our youth. This community offers the opportunity to plant roots, share dreams with people you know and love, and spend quality time with individuals who believe in you and your goals. There is no place like Winterset!
(3rd Grade Educator)

I think Winterset is an amazing place to live and work. My family and I moved here from Texas 14 years ago and we had been through a very difficult time. We were welcomed and cared for by people in the community including our church and the public school. My children still talk about some of the teachers and coaches who have had an impact on their lives. My husband and I both work in Winterset and we now have a granddaughter attending the school. There is no place I would rather have her.
(Veteran Kindergarten Teacher)

For me the choice to accept an offer to teach in Winterset was pretty easy. When I came to the interview team of teachers and administrators, they made me feel at home and extremely welcomed. I thought, "Wow! If they treat a stranger this kindly, they must really take care of those in their hallways and classrooms." My colleagues at the junior high, administrative support and the opportunity to work with the finest students one could wish for are but a few of the many strengths I have grown to love about Winterset. TEAM Winterset! We have a unique opportunity here in Winterset as we are encouraged to collaborate as often as possible and that collaboration is the key ingredient to much success. We have administrators who are challenging us all to be part of TEAM Winterset and they provide vision and leadership to ensure our students continue on a trend toward consistent academic growth and achievement. I constantly tell family and friends that I never go to "work", I get to go to school each day and teach and play what I love most, Music. What's not to love about a career doing what one loves?
(3rd year Winterset Teacher)