

DISTRICT ADMINISTRATOR SEARCH



LANCASTER COMMUNITY SCHOOL DISTRICT

231 North Sheridan Street, Lancaster WI 53813

608-723-2175 • lancaster.k12.wi.us



District Statistics

Students	961
Administrators.....	5
Teachers	84
Support Staff.....	75
Operating Budget	\$15,279,311

Mission

We stand to provide a safe, inviting,
and supporting environment.

We stand to build relationships that focus on a shared
responsibility for continuous school improvement.

We stand to support individual growth with high
expectations to develop lifelong learners.

Vision

We strive to create high levels of learning in a
welcoming, collaborative environment that nurtures
personalized success for all Flying Arrows.

Application Timeline

Application Deadline	Nov. 29, 2026
Review of Applications	Dec. 3, 2026
First Round of Interviews	Dec. 15 & 16, 2026
Final Round of Interviews.....	Jan. 6, 2027
Starting Date.....	July 1, 2027

Qualifications:

A Wisconsin Superintendent License is Required.

How to Apply:

The application process can be found on
WASB.org.

1. Create an account in the Search Services Portal.
2. Complete your profile.
3. Apply to the Lancaster Community search.

Interested applicants should contact:

Randy Guttenberg, Search Services Consultant
(rguttenberg@wasb.org, 608-209-5370)
Teresa Kimball,
Search Services Coordinator
(tkimball@wasb.org,
608-512-1714)



About the District

The Lancaster Community School District serves 971 students in grades PK-12 across three schools: Winskill Elementary School, Lancaster Middle School, and Lancaster High School. The district is recognized for strong academic achievement, sound fiscal management, active community partnerships, and preparing students for success after graduation.

REFERENDUM INFORMATION

Voters approved a recurring operational referendum in 2007. Through careful financial planning and responsible fiscal management, the district has not sought additional operation referendum support since that time.

CONSTRUCTION/RENOVATION PROJECTS

Projects completed within the operational budget:

- Purchased new administration/transportation building
- Remodeled the old bus garage to create a Career Center for welding/metal fabrication and TOPS program
- Air conditioning in all instructional buildings
- Updated ECE-5 building, including classrooms
- New gym floor and bleachers for the high school (2025) and the middle school

Financial Snapshot

- Annual Operating Budget (Fund 10): \$15.3 million
- Fund 46 Balance: \$1.77 million
- No short-term borrowing since October 2022
- No additional operational referendum requests since 2007

DISTRICT HIGHLIGHTS

- Graduating seniors have numerous scholarship opportunities available through the generosity of the community.
- Students benefit from comprehensive academic, athletic, fine arts, and extracurricular programming that supports the development of the whole child.
- Music and athletic booster clubs and the Friends of Winskill parent organization provide strong support for students, staff, and families.

Academic Achievement & Accountability

- District rated **Exceeds Expectations** annually since 2020-21.
- Winskill Elementary rated **Significantly Exceeds Expectations** in four of the last five years.
- Lancaster Middle School consistently earned ratings of **Exceeds Expectations** or higher.
- Lancaster High School has maintained strong accountability ratings since 2018.

Lancaster Community School District's consistent performance on Wisconsin DPI report cards demonstrates a districtwide commitment to excellence and growth at every grade level.

Superintendent Candidate Profile

The Lancaster School District seeks a visible, trusted, and student-centered leader who will build upon the district's strong culture, dedicated staff, and close-knit community while guiding the district through future opportunities and challenges. The ideal candidate will be an exceptional communicator, collaborative leader, and strategic thinker with deep expertise in school finance and long-term planning. This individual will honor the district's traditions while leading continuous improvement and ensuring high levels of success for all students.

PERSONAL ATTRIBUTES AND LEADERSHIP QUALITIES

The successful candidate will be:

- Honest, transparent, fair, consistent, and forthright in communication.
- Approachable, personable, and easy to talk to.
- Visible and actively engaged in schools and throughout the community.
- A strong relationship-builder who listens to and values diverse perspectives.
- Student-centered in decision-making and committed to student success, safety, well-being, and belonging.
- Collaborative and empowering while remaining decisive when difficult decisions are required.
- Committed to maintaining district strengths, understanding small town values and traditions, while thoughtfully leading opportunities for continual improvement.

KEY COMPETENCIES AND EXPECTATIONS

School Finance and District Sustainability

- Demonstrates exceptional expertise in school finance, budgeting, and long-range financial planning.
- Possesses experience communicating financial priorities and engaging stakeholders in complex financial discussions.
- Serves as a responsible steward of resources while preserving and expanding opportunities for students.

Communication and Community Engagement

- Establishes clear, timely, and transparent communication with the Board of Education, staff, students, families, and community members.
- Builds trust through active listening, responsiveness, and authentic engagement.
- Maintains a strong presence in schools, activities, and community events.

Student Advocacy and Educational Leadership

- Places students at the center of all decisions.
- Supports a strong K-12 instructional vision focused on academic achievement, opportunity, and continuous improvement.
- Promotes safe, welcoming, and supportive learning environments.

(The Superintendent Candidate Profile is continued on the next page.)

Superintendent Candidate Profile

KEY COMPETENCIES AND EXPECTATIONS, continued

Leadership and Organizational Effectiveness

- Establishes a clear vision that aligns educational priorities, financial stability, and long-term district success.
- Leads collaboratively, delegates appropriately, and empowers staff while maintaining high expectations.
- Recruits, develops, supports, and retains high-quality employees.
- Demonstrates strategic thinking and sound judgment, when addressing complex issues and challenges.

Desired Outcome

The Lancaster School District seeks a superintendent who will become a trusted and visible presence throughout the community, through building strong relationships with all stakeholders. They will maintain an unwavering focus on students and provide the leadership necessary to guide the district successfully into the future while preserving the values, traditions, and culture that make the district an exceptional place to learn, work, and live.



Administration and Transportation



Winskill Elementary



Lancaster High School (left)
Lancaster Middle School (right)



Sports Complex



Discover Lancaster, Wisconsin

A Community of Connection, Pride, and Opportunity

Nestled in the heart of Grant County in southwestern Wisconsin, Lancaster is a welcoming community of approximately 4,000 residents where strong relationships, civic pride, and a shared commitment to education create an exceptional place to live, work, and learn. Surrounded by the scenic beauty of Wisconsin's Driftless Region, Lancaster offers the charm of small-town living with convenient access to Platteville, Dubuque, Madison, and La Crosse.

Known as the "City of the Dome" for its iconic historic courthouse, Lancaster serves as the county seat of Grant County and is a regional center for agriculture, healthcare, business, and public service. Residents enjoy a vibrant downtown, thriving local businesses, excellent community amenities, and a tradition of volunteerism and community involvement.

Outdoor recreation is an important part of life in Lancaster. The community offers beautiful parks, trails, athletic facilities, aquatic amenities, and an 18-hole municipal golf course, while the surrounding Driftless landscape provides abundant opportunities for hiking, cycling, fishing, camping, and year-round outdoor adventure.

Lancaster is a community that values its schools and works together to support student success. For educational leaders seeking a district and community committed to collaboration, excellence, and continuous improvement, Lancaster offers an outstanding opportunity. Here, a superintendent can make a meaningful impact, build lasting relationships, and become part of a supportive community that takes pride in its schools and its future.

Communities Served: The school district serves the City of Lancaster and the surrounding communities of Beetown, Ellenboro, Harrison, Liberty, Little Grant, North Lancaster, Potosi, South Lancaster, and Waterloo.

Related Websites

- [City of Lancaster](#)
- [Lancaster Area Chamber of Commerce](#)
- [Driftless Wisconsin](#)

