



BUILDING FUTURES. INSPIRING MINDS.

Explore Teaching Opportunities with Winterset Schools

Interested in a career with Winterset Schools? Learn more about the district and what makes it such a special place to positively impact the lives of students.

WHO WE ARE



Mission: As a caring and committed learning community, we will empower all within our learning organization towards continuous learning, personal excellence and lifelong learning.



Vision: Winterset Community Schools will be a district with:

- Engaged and successful students inspired and supported by caring and professional staff;
- A culture and environment where continuous learning and innovation is valued and honored;
- A partnership of excellence among the board, administration, staff, students, families, and community.



Our Core Values: At WCSD, these values serve as the compass for our collective actions, influencing the way we teach, learn, and collaborate. Within the fabric of our district, these values are more than mere words—they are the driving force behind our shared mission to provide an exceptional learning environment.



Excellence

High expectations for all in everything we do



Inspiration

In our approach to problem solving and learning



Relationships

Amongst all stakeholders as foundational to our success



Pride

In self, others, school, and community



Sense of Belonging

Where all students, staff, and community members feel valued and connected



CONTACT US

WINTERSET COMMUNITY SCHOOL DISTRICT

Mr. Justin Gross,
Superintendent

303 Wambold Dr.
Winterset, Iowa 50273

(515) 462-2718

WINTERSET HIGH SCHOOL (9-12)

Cam Smith,
Principal

Chad Sussex,
7-12 Associate Principal

Randy McDonald,
7-12 Activities Director

720 Husky Drive

(515) 462-3320

WINTERSET JUNIOR HIGH SCHOOL (7-8)

Joshua Sussman,
Principal

720 Husky Drive

(515) 462-3336

WINTERSET MIDDLE SCHOOL (4-6)

Julie Plant,
Principal

706 W. School Street

(515) 462-3010

WINTERSET ELEMENTARY SCHOOL (PK-3)

Doug Hinrichs,
Principal

Katie Enos,
Associate Principal

404 S. 2nd Avenue

(515) 462-1551

READY TO PURSUE A CAREER AT WINTERSET?



SCAN THE QR CODE TO CHECK OUT OPPORTUNITIES WITHIN THE DISTRICT!

WCSD BOARD OF EDUCATION

Jared McDonald	President
Malcolm Cortner	Vice President
Samantha Hollingsworth	Director
Emily Rethmeier	Director
Gina Robinson	Director
Cammy Leners	Secretary/Treasurer



ABOUT OUR EMPLOYEES

WCSD is the largest employer in the city of Winterset. Employing 270 people, our certified teaching staff represents 119 of these individuals. We pride ourselves on employing highly qualified educators who bring diverse expertise and a commitment to excellence, ensuring a nurturing environment for staff and students.



Doctorate Degrees:
1



Women:
89



Men:
30



Master's Degrees:
38



Average Age:
39



Bachelor's Degrees: 80
Average Years of Experience: 13



JOINING THE TEAM

What makes WCSD a great place to work? Daily and weekly opportunities for professional development that meet building and job-alike needs

Focus Priorities	Collaborative, Problem-Solving Commitment
<ul style="list-style-type: none"> Iowa Core / National Standards Gradual Release of Responsibility Instructional Framework Professional Learning Community Culture Technology Integration 	<ul style="list-style-type: none"> Team Winterset-interest based bargaining Strategic Roadmap Professional Learning Community Culture
Teacher Leadership Program	Systemic Structures
<ul style="list-style-type: none"> Instructional Coaches Mentors Building Leadership Teams Instructional Lead Teachers MTSS Lead Teachers 	<ul style="list-style-type: none"> PK-12 Curriculum Plans Multi-tiered System of Support Whatever I Need/Seminar Time Positive Behavior Instructional Supports

WCSD STAFF BENEFITS

2024-25 Contract Year



190 Contract Days:
August 23, 2024 - May 30, 2025

Fall Break:
November 25 - 29, 2024

Winter Break:
December 23, 2024 - January 3, 2025

Spring Break:
March 17 - 21, 2025

Other Benefits	Brief Description
Section 125 Program (FLEX)	An elective program providing employees and 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 Employees Retirement System – Employees 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.

Benefit Leaves 2024-2025	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 days the first year (graduated increase up to 15 days by the 5th year); unused leave allowed to accumulate with a maximum of 115 days
Family Sick Leave	Up to seven days of the regular sick leave may be used for the care of 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 occur at initial eligibility or qualifying event
Dental	Delta Dental – elective
Long Term Disability	LTD insurance through CIGNA – district provided
Basic Term Life / AD&D	Basic term life insurance and AD & D through CIGNA – district provided
Supplemental Life	Additional life insurance through CIGNA – elective
Dependent Term Life	Additional life insurance coverage for your spouse or children through CIGNA – elective



STRATEGIC PLAN

STRATEGIC PRIORITIES

- Increase student opportunities that integrate Real World Focus and Application-based Learning to ensure all students are college, career and life ready.
- Integrating 21st Century learning skills and student opportunities.
- Expand opportunities for students to develop self-worth and connection to others.
- Build strong, authentic relationships among students, staff and community members.

