

Dr. RICHARD H. BAUSCHER

EDUCATION

Ed.D., (Administration) Washington State University, 1984
M.Ed., (Administration) The College of Idaho, 1977
M.Ed., (Guidance and Counseling) The College of Idaho, 1977
B.A., (Biological Sciences and Physical Education) The College of Idaho, 1975
(Graduated with honors)

Certificates: Idaho Standard Secondary Teacher
Idaho Pupil Personnel Services (Counselor)
Idaho Elementary & Secondary Principal
Idaho Superintendent
Washington Continuing Teacher
Washington Secondary Principal
Washington Superintendent

EXPERIENCE

2001 to Present
Middleton School District #134 (2,800 students) 4A Size
Superintendent. Served as the chief school executive officer for the school district. Responsible for administering the schools in conformity with all of the approved Board policies, State Department regulations and statutes under Idaho Code. Established and maintained efficient procedures and controls for all expenditures of school district financial operations. Responsible to finalize the recruitment, screening, selection, hiring and dismissal of over 300 employees.

2000 to 2001
Marsing Joint School District #363 (750 students) 2A Size
Superintendent/Personnel Director. Served as the chief school executive for the school district. Responsible for administering the schools in conformity with all of the approved Board policies, State Department regulations and statutes under Idaho Code. Established and maintained efficient procedures and controls for all expenditures of school district operations. Established a long range facilities plan for future improvement of the educational buildings. Responsible for the recruitment, screening, selection, hiring and dismissal of over 95 employees.

1997 to 2000
The Matrix Group & Facility Planners
Education Specialist/Facility Planner. Primarily for the Northwestern States. Developing master educational plans and specifications. Conducting community analysis, enrollment projections, pre-bond surveys, master planning and preliminary project budgeting. Establishes citizen committees to assist in the successful passage of school bond elections. Liaison and facilitator between the school district, staff, administration, patrons, school board, bond counsel and architectural firm.

1991 to
Design West Architects
Educational Facility Planner. For Idaho, Oregon, Utah, and Washington.

1997

Developing master educational plans and specifications. Conducting community analysis, enrollment projections, pre-bond surveys and preliminary project budgeting. Establishes citizen committees to assist in the successful passage of bond elections. Liaison and facilitator between school districts, staff, administration, patrons, school boards and the architectural designers. Key member of design team, which ensures curricular driven development of innovative and high technological school buildings which are responsive to changing trends in education.

Personnel Manager. Developed a new evaluation instrument and professional growth plan. Responsible for the evaluation of staff members. Developed job applications for clerical and architectural applicants. Assists in the hiring, lay-off and termination of employees. Developed a company handbook/office policy manual and in-service education for new employees on the regulations. Maintains the personnel files, records and reviews annual salary requests from employees, prior to Principal approval. Attends hiring seminars and law sessions to ensure company is in compliance with the Affirmative Action, Equal Opportunity and other applicable provisions in the Idaho Code.

University of Idaho and Albertson College of Idaho

Adjunct Professor. For school administrators (principals and superintendents). On a rotational basis, teach graduate education courses in: Supervision of Instruction, School Administration/Personnel, School Finance, School Law, Politics, School & Community Relations, School Facilities, Job Interview Skills, Internship Supervision and the School Superintendency.

1984 to
1991

Kimberly School District (1,300 students) 3A Size

Superintendent/Personnel Director. Served as the chief school executive for the school district. Responsible for administering the schools in conformity with all approved Board policies, State Department regulations and statutes of the Idaho Code. Established and maintained efficient procedures and controls for all expenditures of school district funds and operation. Guided the administrative team in achieving the highest standards of excellence. Assisted in locating and purchasing of a new school site of 22 acres. Directed the successful passage of a school bond election to build a new Middle School (grades 6-8) facility. Responsible for the recruitment, screening, selection, hiring and dismissal of over 160 employees.

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1983 to
1984

Pullman School District (3,100 students) 4A Size

Assistant to the Superintendent. Responsible for the support and encouragement of principals and teachers. Assisted in hiring and maintaining a strong staff and program development process. Developed in-service training for all certificated and

classified personnel. Provided leadership as a district representative, supervised the yearly citizens committee and shared district responsibilities with the Superintendent.

1981 to
1983 Washington State University (19,500 students)
Teaching Assistant. For undergraduates. Taught both education and physical education courses. Held numerous leadership roles and conducted field work in public schools throughout Idaho, Oregon, Utah and Washington.

1979 to
1981 Cassia County School District (5,200 students)
Principal/Counselor. For grades 7-12. Formulated criteria for staff selection, training, supervision and evaluation. Handled all staff recruitment, hiring, supervision, student attendance, discipline and developed the master class schedule. Taught one Science class. Athletic Director. For grades 7-12. Assigned, hired and evaluated all athletic coaches and extracurricular physical education personnel.

1977 to
1979 Melba School District (680 students) A3 Size
Teacher. For grades 7-8. Taught math and science classes.
Assistant to the Principal. For grades 7-12. Worked for the Secondary Principal and Athletic Director in maintaining discipline and dealt with special cases. Supervised student and athletes attendance. Served with parent, faculty and student groups in promoting and advancing educational, community and athletic activities.
Assistant Basketball Coach. For the varsity team.

PUBLICATIONS	IASA Newsletter	Idaho School Board Journal
	Education Research Journal	School and College Magazine
	IASA Perspectives Journal	Boise Statesman Newspaper
	Idaho Press Tribune Newspaper	Gooding Leader Newspaper
	NWEA: Teachers Working Together	ISBA Slate
	On Common Ground: Realtors and Smart Growth	

PRESENTATIONS Idaho State Secondary Principals' Association Annual Meeting
Idaho School Superintendents' Association Annual Meeting
Idaho Association of School Administrators' Annual Meeting
Idaho School Board Association Annual Convention (6)
Idaho State Legislature (8)
National School Board Annual Conventions (4)
National Council of Facility Planners Annual Convention
Idaho Education Association Executive Meeting
Twin Falls Chamber of Commerce Annual Meeting
Kimberly Chamber of Commerce Annual Event

**APPEARED
LIVE ON** KMVT Television Station (Twin Falls, Idaho)
KKVI Television (Twin Falls, Idaho)
King Video Television (Twin Falls, Idaho)
KTVB Television (Boise, Idaho)
Idaho at Five Television (Boise, Idaho)
KART Radio Station (Jerome, Idaho)

KEZJ Radio Station (Twin Falls, Idaho)
KLIX Radio Station (Kimberly, Idaho)
KTFI Radio Station (Twin Falls, Idaho)
KSKI Radio Station (Hailey, Idaho)
STS - Strategies Training Sessions (Seattle, Washington)

ORGANIZATIONAL MEMBERSHIPS

National Organization on Legal Problems of Education, American Association of Administrators, Idaho School Superintendents' Association, Idaho Association of School Administrators, Idaho Administrators' Project Leadership, Phi Delta Kappa (Educational Service Organization), National Educational Facility Planners Council, Idaho Facility Planners, Idaho School Boards' Association, The Idaho Officials' Association, Caldwell Chamber of Commerce, Nampa Education Committee Chairman (Chamber of Commerce), Elks, Nampa Chamber of Commerce Board of Directors, Marsing Chamber of Commerce and Marsing Lions Club, Middleton Chamber of Commerce (Vice Chairperson), Middleton Economic Development Association, IHSAA Board Member, Fourth District Activities Board (Member-Chairperson), Region III Superintendent's Association Treasurer, and Centennial Job Corps Board.

BACKGROUND

Past Member of State Financial Task Force. Past Vice-Chair of Idaho High School Activities Endowment Board. Presenter at 1986, 1988, 1991 and 1995 Idaho School Boards' Convention and National School Boards' Convention. Past President of Fourth District Activities Board of Control. Past President of Kimberly Chamber of Commerce. Member of Idaho Administrators' Advisory Committee. Past President of Fourth District Superintendents' Association. Adjunct professor of Graduate Studies, Albertson College of Idaho and The University of Idaho. Received 1988 Outstanding Community Service Award for Twin Falls County. Nominated 1987 Chamber Person of the Year. Received Outstanding Good Neighbor of Kimberly for 1990. Past Northwest Accreditation Committee Officer. Received Outstanding Young Men in America and Who's Who in American Education Awards. Chairman of the 1986-1991 Kimberly Good Neighbor Day Parades. 2004 ISSA Leadership Award Recipient. Idaho Press Tribune 103 People Who Make A Difference - Class of 2003 Recipient. An Idaho native who has traveled extensively, making educational presentations.

INTERESTS

Primarily interested in outdoor activities, service organizations, athletics, extracurricular activities, working with people and an articulate advocate for education.

REFERENCES

Credentials and references on file at the Education Placement Offices:
Albertson College of Idaho - Caldwell, ID 83605
Washington State University - Pullman, WA 99164-4120