

An Invitation to Apply for the Position of
Superintendent



Helena, Montana

The Position

The Helena School District #1, Helena, Montana Board of Trustees, is seeking a highly qualified and fully certified superintendent of schools. The Board wishes to have the successful candidate assume the responsibilities of the position on July 1, 2012.

McPherson & Jacobson L.L.C., Executive Recruitment and Development, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Trustees in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The board recognizes that selecting a superintendent is one of the most important decisions it will make. The board has identified the following desired characteristics:

- ◆ will keep students' needs first, understanding his/her primary responsibility is providing a quality education for all students, and listening to and involving students, parents, community members, educators and staff, and the board;
- ◆ is a consensus builder, is skilled in negotiations, is a communicator who listens effectively, has experience forging relationships with community and employee groups in working toward common goals;
- ◆ possesses a thorough understanding of finance and budget processes and demonstrates the ability to maximize resources effectively and efficiently;
- ◆ is a visionary leader able to manage change while being an ambassador for all students, staff and the district, and exhibits the skills necessary to lead both collaboratively and directly;
- ◆ is an innovative educational leader receptive to proven research-based ideas, demonstrates willingness to lead and implement change and has a record of success in promoting educational practices that improve learning, student achievement, and graduation rates.

The Community

Helena, the "Queen City of the Rockies," is Montana's state capital, alive with history and culture, and surrounded by pristine mountains, forests, and streams. The city of 29,939 residents is centrally located in west central Montana half way between Yellowstone and Glacier National Parks within easy driving distance of all major Montana cities. Helena is located upon major north/south highway Interstate 15 with nearby connection to major east/west highway Interstate 90. Helena Regional Airport provides easy access to air travel destinations throughout the world.

Major employers in Helena are the Montana state government, St. Peter's Hospital, Carroll College, Veteran's Administration, Fort Harrison, Helena School District, and Blue Cross Blue Shield.

St. Peter's Hospital provides medical care for the area, along with local doctor's offices and clinics.

Helena's location offers a variety of leisure opportunities including bicycling, boating, hiking, trails, swimming, golfing, and tennis. The city also has many sports complexes for recreational and organized teams to enjoy.



The nearby Helena National Forest has cabins available for public use, along with campgrounds and picnic areas. Horseback riding, OHV use, hiking, mountain biking, snowmobiling, and cross-country skiing are some of the activities available on the 1,000 miles of designated trails in the forest. For those who would rather drive, roads in the forest provide excellent opportunities to view the abundant wildlife and spectacular scenery. The region also offers world class fly-fishing, hunting, and boating.

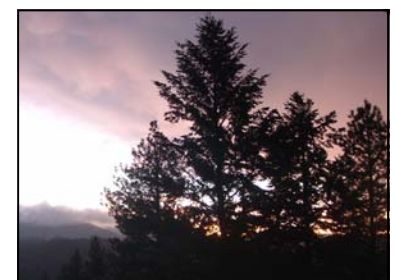
Helena hosts many events to satisfy both the young and the old: such as Alive @ Five, Mount Helena Music Festival, antique shows, art shows, theater and the symphony. The Civic Center offers concerts, conferences, banquets, and other special events. In 2008, Helena was dubbed "the best small art town."

Helena is a community that strongly supports quality public education. Over forty percent of Helena's labor force has a bachelor's degree or higher. Helena voters have passed every Helena School District levy election throughout its history.

Post-secondary educational opportunities are available from The University of Montana-Helena, College of Technology, and Carroll College.



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The District

Helena School District #1 has partnerships with the two post-secondary schools in Helena: the University of Montana – Helena, and Carroll College. Each school offers courses for dual credit ranging from career-oriented credits required for degrees in accounting, automotive, carpentry, and manufacturing along with some required general education credits for English, math, chemistry, and biology. The district was one of 10 school districts nationwide recognized for exemplary efforts advancing student achievement through their Labor Management collaborations.



Students at both high schools have the opportunity to participate in cooperative work programs along with career internships throughout the Helena community.

Helena Public Schools offer students opportunities in the following sports/extracurricular activities: football, girls basketball, boys basketball, cross country, boys soccer, girls soccer, swimming, volleyball, wrestling, golf, tennis, softball, track, cheerleading, drill team, band, pep band, choral, orchestra, speech, newspaper, high school annual, concession stand, DECA, Skills USA, and drama.

The school district enjoys outstanding support from the community. There are 38 active school/business partnerships, and community members devote many hours to volunteer in the schools.



Students:
8,500

Staff:
1,001

Administrative:
35
Certified teachers:
576
Classified staff:
390

Schools:
18

High School:
2

Middle School:
2

Elementary:
11

Alternative Education:
1

Additional Learning Centers:
2

Square Miles:
1,612

Assessed Valuation:
\$2,822,634,896 (elementary)
\$3,541,626,953 (high school)

Operating Budget:
\$31,728,674 (elementary)
\$20,920,925 (high school)

The Board of Trustees

The Board of Trustees consists of nine members who are elected to serve three-year terms. The incumbency of the board members ranges from one to twelve years.

Name	Occupation	Years Served
Michael O'Neil, Chair	Non-Profit Administrator	8 years
Aidan Myhre, Vice Chair	Government and Public Affairs Consultant	4 years
Cherche Prezeau	Attorney	4 years
Libbi Lovshin	MT Dept. of Agriculture Administrator	1 year
Don Jones	Attorney	12 years
Libby Goldes	Former Librarian	5 years
Terry Beaver	Retired Teacher	9 years
Robin LeNeve	MT Dept. of Revenue Appraiser	10 years
Joe Cohenour	Montana State Trooper	4 years

The mission of the Helena Public Schools is to challenge and empower each student to maximize individual potential and become a competent, productive, responsible, caring citizen. This mission will be supported through the wise use of resources to meet students' needs, regardless of interests and talents. Students, families, educators and the community are committed to sharing the responsibility for creating a student-centered educational community that acknowledges learning as a life-long process.

We are committed to following a whole child approach to learning, teaching, and community engagement where each child, in each school deserves to be healthy, safe, engaged, supported, and challenged.

Additional information about Helena Public Schools is available at the district's website:

www.helena.k12.mt.us

APPLICATION & SELECTION PROCEDURE



All nominations, letters of application, inquiries, credentials and copies of legal proof of administrative qualifications should be addressed to:

McPherson & Jacobson, L.L.C.
7905 L St., Suite 310,
Omaha, Nebraska 68127
Phone (402) 991-7031
Fax (402) 991-7168
Email: mail@macnjake.com
Website: www.macnjake.com

An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form (available from www.macnjake.com)
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

1. Application deadline:
February 22, 2012
2. Finalists selected by Board of Trustees:
March 6, 2012
3. Interviews with Board of Trustees:
Week of March 12, 2012
4. Starting Date:
July 1, 2012



Helena School District #1 is an Equal Opportunity Employer.