

An Invitation to Apply for the Position of

Superintendent



**Orange County
Public Schools**

Orlando, Florida



*Vision statement: To be the top producer of
successful students in the nation.*

The Position

The School Board of Orange County, Orlando, Florida, is seeking a highly qualified, fully certified leader to serve as superintendent. The board wishes to have the successful candidate assume the responsibilities of the position 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 in identifying and screening the candidates.

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:

- Is performance-oriented with the ability to successfully lead the district's mission, vision and strategic plan with the ultimate goal of Orange County becoming the top producer of successful students in the nation, as reflected by measured results.
- Is a strong, honest and charismatic leader who can positively advocate for the district by building successful relationships with all stakeholder groups, including the media.
- Views the school board as a partner in meeting the goals of the district and strives to develop a positive and strong working relationship that is centered on two-way communication.
- Is an innovative and creative thinker with the courage to engage others in seeking solutions to district challenges.
- Is knowledgeable of current educational issues and possesses the ability to effectively lead the district through the rapidly changing state and federal landscape.

The Community

Orange County is the largest county in the six-county area known as Central Florida. The county sits in the approximate center of the state, midway between Jacksonville and Miami. The St. Petersburg-Tampa area on the Gulf of Mexico and Daytona Beach on the Atlantic Ocean are easy drives.

Orlando is the largest city in the county. The metro Orlando area (population 1,145,956) is comprised of 12 incorporated cities, including Apopka, Ocoee, Winter Garden, Windermere, Maitland and Winter Park. Two of the state's major highways, Interstate 4 (east-west) and the Florida Turnpike (north-south), intersect just outside Orlando.

The largest employers in the metro Orlando area are Walt Disney World, Orange County Public Schools, Florida Hospital, Universal Orlando, Orlando Health, UPS, Darden Restaurants, University of Central Florida, Lockheed Martin, Orange County Government, and SeaWorld Parks & Entertainment.

Orlando is home to an emerging 'medical city' at Lake Nona with the University of Central Florida College of Medicine, Sanford-Burnham Medical Research Institute and M. D. Anderson – Orlando Cancer Research Institute. Coming in 2012 is the Nemours Children's Hospital, Orlando VA Medical Center, and a University of Florida research center.

Orange County is serviced by two major, state-of-the-art hospital networks—Orlando Health and Florida Hospital. Orlando Health is home to the Winnie Palmer Hospital for Women and Children, and M.D. Anderson Cancer Clinic.

Orlando is the world's most popular travel destination for families. It is home to seven famous theme parks. Those who venture into the Orlando area beyond the world-famous tourist attractions will experience a uniquely livable community: distinctive brick streets and tree lined neighborhoods; year-round outdoor recreation; proximity to beaches, lakes, springs, and parks and trails.

The many nationally recognized annual events and cultural institutions in Central Florida include: Zora Neale Hurston Festival, Orlando Fringe Festival, Orlando Science Center, Florida Film Festival, Orlando Museum of Art, and Morse Museum. Orlando will soon be home to the Dr. P. Phillips Performing Arts Center, a multi-theatre and performance complex conveniently located in downtown Orlando. The first phase is scheduled to open in 2014.

The region is home to more than 100 top-rated golf courses, which are available for play 365 days a year. The annual Arnold Palmer Invitational, Tavistock Cup, and the Children's Miracle Network Classic are just a few of the tournaments that attract top players to Central Florida.

Sports enthusiasts enjoy the NBA Orlando Magic, two nationally recognized college bowl games, an Arena Football League franchise, and a professional soccer team, among others.

Orlando is home to two well-known four-year institutions of higher learning—University of Central Florida and Rollins College. UCF is one of the fastest growing universities in the country and has been named a "Top Tier National University" by *US News and World Report*. Rollins is ranked as the number one college in the South by the same *US News and World Report* survey. The area is also home to Valencia College and Seminole State College.

The District

Orange County Public Schools is the 10th largest district in the nation and the fourth largest in Florida. The student body includes students from 212 countries speaking 160 different languages.

Students in the district benefit from exceptional teachers. The district has 642 National Board Certified Teachers, the profession's highest credential. Forty-four percent of the teachers have advanced degrees, 40 percent masters degrees, and four percent specialists and doctorate degrees.

The district was graded an "A" district by the Florida Department of Education for the three consecutive years (2007, 2008, 2009), and was only five points shy of an "A" grade in 2010. Excluding high schools, whose grades have not yet been released, OCPS is home to 120 high-performing "A" and "B" schools. Thirteen of the district's high schools were on the *Washington Post's* list of most academically rigorous in the country.

Orange County Public Schools has established magnet programs at six elementary, seven middle, and eleven high schools. The programs range from aviation/aerospace to digital media and the medical arts.

Since 2000, the graduation rate has increased from 49.5 percent to 79.0 percent in 2010. The 19 traditional high schools averaged 87.4 percent in the last report. In 2008, 96 percent of the graduating seniors intended to further their education. High school students can earn college credit while in school by participating in dual-enrollment programs. All the high schools offer advanced placement classes to their students.

Orange County Public Schools is one of Florida's leading providers of comprehensive secondary and post-secondary career and technical education programs. Courses are offered in four technical centers on five campuses.

Extra-curricular activities include: Band, Baseball, Basketball, Bowling, Cheerleading, Chorus, Cross Country, Crew, Dance, Diving, Drama/Musical Theater, Flag Football, Football, Golf, Guitar, Handbells, Keyboards, Lacrosse, Orchestra, Photography, Soccer, Softball, Swimming, Tennis, Track, Volleyball, Weightlifting, Wrestling, Water Polo, and Visual Arts.

This community has shown a strong support for public education by the passage of two referendums: a 13-year half-cent sales tax in 2002 to renovate or replace district schools; and a 4-year one mill rate increase in 2010 to maintain a level operating budget.

Additional information about Orange County Public Schools is available at the district's website: www.ocps.net

Students:

181,425

Staff:

22,162

Administrative:

927

Certified teachers:

13,178

Classified staff:

8,057

Schools:

187

High Schools:

19

Middle Schools:

35

K-8 Schools:

3

Elementary:

122

Exceptional

Schools:

4

Career and

Technical

Education

Centers:

4

Operating

Budget:

\$1.49 billion

Capital

Budget:

\$1.25 billion

The School Board

The School Board consists of eight members who are elected to serve four-year terms. The incumbency of the board members ranges from nine months to 12 years.

Name	Occupation	Years Served
Mr. Bill Sublette, Chair	Attorney	9 months
Mrs. Daryl Flynn	Small Business Owner	4 years
Ms. Joie Cadle	Consultant/Bookkeeper	8 years
Mr. Rick Roach	Adjunct Professor/Teacher Education	12 years
Ms. Vicky Bell	Professor	3 years
Mrs. Kat Gordon	Educator/Librarian/Counselor	10 years
Mrs. Nancy Robinson	School Board Member	3 years
Ms. Christine Moore	Music Educator/Small Business Owner	3 years

Mission: To lead our students to success with the support and involvement of families and the community.

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

Selection Time Line

1. Application deadline:
January 9, 2012
2. Finalists selected by
School Board:
Week of Jan. 30, 2012
3. Interviews with
School Board:
Week of Feb. 6, 2012
4. Starting Date:
July 1, 2012

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 not to 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.

Orange County Public Schools is an Equal Opportunity Employer.