

An Invitation to Apply for the Position of
Superintendent

**Paris School
District**



Paris, Arkansas

The Position

The Paris School District Board of Education, Paris, Arkansas, 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 July 1, 2012.

McPherson & Jacobson L.L.C., Executive Recruitment and Development, in collaboration with the Arkansas School Boards Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the board of education 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:

- ◆ A leader that understands and has experience in the application of the Arkansas Public School Finance Law and is knowledgeable in Arkansas school law
- ◆ A leader that is skilled in public relations and has strong written and verbal communication skills that will value communication with the Board regarding relevant school information
- ◆ A school leader that has a proven record displaying strong leadership skills and displays positive approach in addressing school issues
- ◆ A school leader that has high moral values and works diligently to strengthen the support of the community to promote the school district
- ◆ A leader that maintains high visibility in the schools, is a strong supporter of the curricular/extra-curricular activities, and becomes active in the community

The Community

Located in northwest Arkansas, Paris is 45 miles east of Fort Smith, and 20 miles southwest of Clarksville, Arkansas. Major employers in the city of 3,800 residents, are Cloyes Gear Company, Stark Manufacturing, and Paris Public Schools.

Medical care is available from North Logan Mercy Hospital, in addition to the many clinics and private medical practices in the city.

Residents can enjoy many outdoor recreational activities in nearby Mt. Magazine State Park and Lodge.



Annual activities in the area include Mt. Magazine International Butterfly Festival, Cowie Wine Festival, and Frontier Day Celebration.

Post-graduate educational opportunities are available from the University of Arkansas at Ft. Smith, Arkansas Tech University in Russellville, and the University of the Ozarks in Clarksville.



The District

The 1,100-student Paris School District covers 233 square miles. The three schools (Paris Elementary School, Paris Middle School, and Paris High School) have 89 certified teachers and 78 classified staff members. The district has seven administrators.

Paris School District has a partnership with the University of Arkansas at Ft. Smith to give their high school students additional educational opportunities.



Extracurricular activities the students can participate in are FFA, FBLA, drama, choir, dance, Quiz Bowl, football, basketball, volleyball, and a large variety of other sports.

The assessed valuation for the district is \$75,110,940. The operating (expense) budget is \$9,340,000.

District website: parisschools.org

Board of Education

The Board of Education consists of five members, elected to serve five-year terms. The incumbency of the members ranges from two to thirteen years.

Name	Occupation	Years Served
Tracy Ritchey, President	Homemaker	13 years
Wanda Keener	Retired teacher	9 years
Brian Cooper	Army National Guard Mechanic	11 years
Steve Williams	Co-owner of Williams Body Shop	10 years
Reggie Trusty	Arkansas Highway Department	2 years

MISSION STATEMENT

The goal of the Paris School District is to provide meaningful learning experiences so students can enhance their potential to succeed in a career of their choice.



APPLICATION & SELECTION PROCEDURE

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



7905 L St., Suite 310, Omaha, NE 68127
Phone: (402) 991-7031 Fax: (402) 991-7168
E-mail: mail@macnjake.com 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 at www.macnjake.com).
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked to not directly contact board members. 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 school 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 10, 2012.
2. Finalists selected by the Board of Education: March 6, 2012.
3. Finalists interviews with Board of Education: March 8, 9, 12, 13, 14, 2012.
4. Starting date: July 1, 2012.

Paris School District is an Equal Opportunity Employer.