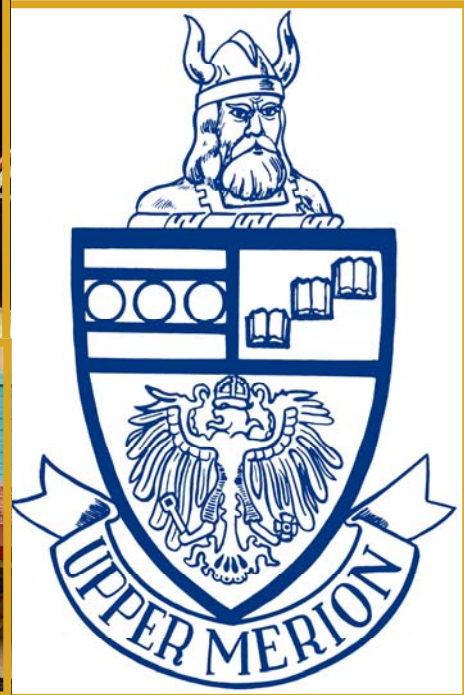


*An Invitation to Apply for the Position of*  
*Superintendent*

**Upper Merion Area  
School District**



*King of Prussia, Pennsylvania*

## The Position

The Upper Merion Area School District, King of Prussia, Pennsylvania, Board of Directors, is seeking a highly qualified and fully certified superintendent of schools. The Board wishes the successful candidate to start no later than August 31, 2015.

The Board of Directors selected McPherson & Jacobson, L.L.C., Executive Recruitment and Development as the consultants in the search and screening of 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 developed the following desired characteristics:

The successful candidate will:

- Demonstrate a history of strong leadership qualities and decision-making abilities; have the ability to work through conflict; have a reputation for honesty, integrity, and trustworthiness and one who understands the importance of confidentiality; be energetic, adaptable and flexible while maintaining a sense of humor. Demonstrate a management style that develops talent and empowers faculty and staff.
- Embrace the individuality of each student and maintain a clear understanding that their success is our district's number one priority; challenge each student to succeed beyond their highest goals; provide opportunities for all students and be an advocate for their special needs, including students with disabilities as well as gifted; be a supporter of the programs that round out our students' education including, but not limited to, the arts and sports; have a proven track record of innovation in education and growth in student performance.
- Be an excellent communicator, encouraging dialogue with the board, staff, parents, our students and the community; be the face of the UMASD in the public and in our schools, including attendance at evening and weekend events; work to ensure that our families, schools and community work in concert.
- Have significant administrative and budgeting experience; demonstrate past fiscal responsibility, achievement of financial and strategic goals; have a strong understanding of Pennsylvania school and state laws, rules and regulations; demonstrate a systems thinking approach to management; demonstrate a willingness to explore alternative funding through engagement with the business and industry leaders in our area; have experience in and a focus on making sure that our schools are safe and conducive to learning.
- Be an expert in recruiting and retaining talented staff; provide equitable opportunities for staff; understand the importance of the correlation of teachers' professional development and student success; put a focus on both our students' and employees' careers.

**Note:** Doctoral degree is strongly preferred

## The Community

The Upper Merion Area School District is slightly less than 19 square miles and comprises three municipalities: Bridgeport Borough, Upper Merion Township and West Conshohocken Borough.

Upper Merion Area School District is located in King of Prussia in Montgomery County, about 15 miles from Philadelphia.

King of Prussia is home to the King of Prussia Mall, the largest shopping complex in the US based on shopping area square footage. The area, home to more than 55,000 employees, is considered the economic engine of the suburban Philadelphia region.



The Valley Forge National Park lies on the western side of the District and a substantial commercial area lies just to the east of the park.

The District enjoys strong relationships with the three municipalities it serves.

Upper Merion Park & Recreation provides a broad range of activities and is currently completing a new Community Center. A similarly exciting project is the continuation of the Schuylkill River West Trail which will connect Valley Forge National Park to Manayunk in Philadelphia. This large project involves 4 municipalities; Upper Merion, Lower Merion, Bridgeport and West Conshohocken.



In addition to those located in Philadelphia, nearby colleges and universities include Bryn Mawr, Cabrini,

Haverford, and Swarthmore colleges as well as Arcadia, DeVry, Strayer and Villanova universities.



## Vision Statements

We envision our district to be one where....

### Our Students

- Demonstrate perseverance, strong work ethic, and lifelong learning,
- Graduate prepared academically, culturally, and technologically for the challenges of the 21st century,
- Graduate with a strong sense of self, a deep concern for fellow human beings, and a lasting commitment to their community,
- Follow their passion.

### Our Faculty and Staff

- Believe in and exhibit behaviors that support the concept of universal success for every child,
- Are future focused and embrace change,
- Empower students to learn,
- Model perseverance, strong work ethic, and lifelong learning.

### Our Families

- Are actively engaged in their children's educational experiences,
- Work collaboratively with school community to understand and support educational endeavors,
- Value perseverance, strong work ethic, and lifelong learning.

### Our Community

- Works collaboratively to foster supportive partnerships that benefit all students,
- Takes pride in our schools,
- Values high expectations for all students

### Our Leadership and Governance

- Support a culture of learning,
- Serve as educational leaders,
- Are future focused and lead change,
- Model perseverance, strong work ethic, and lifelong learning.

## Facts

- 4,025 Students
- 19 square miles of district
- 22 Administrative Staff
- 316 Certified Teachers
- 310 Classified Staff



## Buildings

- 1 High School
- 1 Middle School
- 4 Elementary Schools
  - Bridgeport Elementary School
  - Caley Elementary School
  - Candlebrook Elementary School
  - Roberts Elementary School

## Programs and Activities

UMASD offers a wide range of academic enrichment and extracurricular programs and opportunities such as:

- One to One technology initiative at Middle (IPads) and High (laptops) schools
- Continental Math League
- Future City Competition
- Community Alliance for a Safer Tomorrow (CAST)
- Sports and clubs
- Outstanding music and drama productions
- Gateway to College
- Montgomery County Community College Partnership
- BYU Independent Study
- Johns Hopkins Center for Talented Youth
- Virtual High School Collaborative



## Assessed Valuation

- \$3,961,269,473

## Operation Budget

- \$84,963,314



## The Board of Directors

The Upper Merion Area School District Board of Directors consists of nine community members elected to four-year terms. The tenure of the board members ranges from one to fifteen years.

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Dr. Eric Wellington, President	College Administrator-Associate Provost	3 Years
Mr. Eric Elvanian, Vice President	Trainer and Human Resources Specialist	1 Year
Ms. Michelle Barainyak	Maintenance Administrator	3 Years
Ms. Maura Buri	Accounting Professional	3 Year
Mrs. Alice Hope	Meeting and Event Planner	1 Year
Dr. David Karen	Professor of Sociology	15 Years
Mrs. Joan Kellett	Retired Teacher	6 Years
Mr. Thad Radzanowski	Biochemist/ Homemaker	3 Years
Mr. Ted Walmsley	Engineer	3 Years



# APPLICATION & SELECTION PROCEDURE

available at [www.macnjake.com](http://www.macnjake.com)

**MCPHERSON** *M J* **JACOBSON, LLC**

7905 L St., Suite 310, Omaha, NE 68127

Phone: (402) 991-7031 Fax: (402) 991-7168

E-mail: [mail@macnjake.com](mailto:mail@macnjake.com) [www.macnjake.com](http://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
- 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.

## ***Targeted Selection Timeline***

- Closing date for applications: **March 13, 2015**
- Board of Directors selects finalists: **April 16, 2015**
- Interviews: **week of April 27, 2015**
- Selection of new superintendent: **May 4, 2015**
- Start by date: **August 31, 2015**

Upper Merion Area School District is an Equal Opportunity Employer.



## ***Mission Statement***

***“To Inspire excellence...in every student,  
every day”***