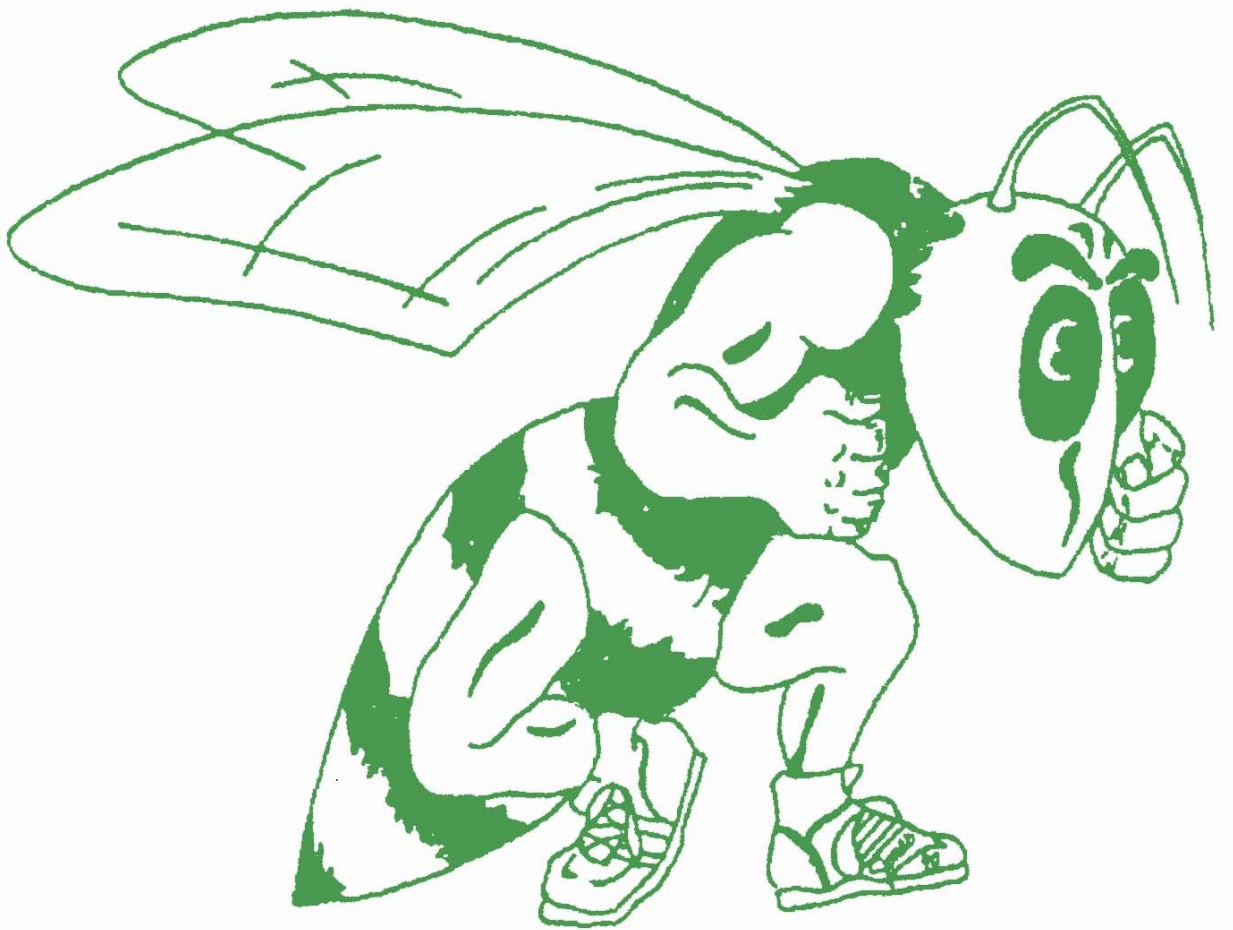


An Invitation to Apply for the Position of
Superintendent

**Scales Mound
Community Unit
School District #211**



Scales Mound, Illinois

The Position

The **Scales Mound Community School District, Scales Mound, Illinois**, Board of Education, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2015.

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 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 developed the following desired characteristics:

- A leader that is knowledgeable in the changing academic standards and prepared to lead a District forward with implementation of the Common Core Standards and PARCC assessments.
- Excellent knowledge of school finance, school budgets, and district operations. Understands financial challenges, grant writing, levies, and facility planning.
- An enthusiastic leader who is accessible and approachable and is visible in school and the community. Someone who is engaging and cordial to all stakeholders.
- A compassionate leader who is honest and genuine. A person of integrity that has the ability to inspire people to lead.



The Community



Scales Mound is a town in Jo Daviess County, Illinois. The city of 400 is located 11 miles north east of Galena, IL, and 26 miles east of Dubuque, IA.

Major employers of the area include John Deere, Mercy Medical Center, IBM, Finley Hospital, and Eagle Window and Door all located in Dubuque, IA.

Medical facilities include Midwest Medical, Mercy Medical Center, Finley Hospital, and FHN Memorial Hospital.

Recreational activities in the area include hiking, golf, fishing, hunting, skiing, parks, unique shopping in Galena, IL. Along with the activities in Scales Mound there are several community festivals in the surrounding area.

Colleges and universities nearby include University of Wisconsin-Platteville, University of Dubuque, Loras College, Clarke University, and Highland Community College.



The District

District website <http://www.scalesmound.net>



Scales Mound Community Unit School District #211 is a small, rural district comprised of students from the towns of Scales Mound, the Galena Territory, Apple Canyon Lake and the surrounding area. Scales Mound CUSD has a committed staff, high achieving students, conscientious parents and a supportive community. The Scales Mound School District is in great financial shape with outstanding fund balances.

This exceptional combination has resulted in a student body that has excelled in citizenship, academics and co-curriculars. Scales Mound Schools are committed to help all of their students reach his or her full potential, as the future of their community hinges on their children becoming well-educated and responsible citizens.



Facts

- 245 Students
- 144 Square mile district
- 4 Administrative Staff
- 30 Teachers
- 22 Classified Staff
- \$93,501,782 Assessed value
- \$4,506,928 Operating budget
- Scales Mound CUSD partners with the Jo Daviess Carroll Area Vocational Center and offers credits, dual credits are offered through Highland Community College

MISSION STATEMENT

The mission of the Scales Mound Community Unit School District #211 is to establish a strong educational foundation for lifelong learning and responsible citizenship.

The Board of Education

The Scales Mound Community Unit School District #211 Board of Education consists of seven community members elected to four-year terms. The tenure of the board members ranges from newly elected to twenty-one years.

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Mr. Paul Homb, President	Sales Manager	21 years
Mr. James Stoewer	Construction	16 years
Ms. Terry Fox-Wubben	Registered Nurse	12 years
Mr. Jeff Bader	Cabinet Maker	16 years
Mrs. Staci Duerr	Chief Credit Officer	2 years
Mrs. Laura Duerr	Registered Nurse	Newly Elected
Mr. David Howland	Retired	2 years



APPLICATION & SELECTION PROCEDURE

available at www.macnjake.com

MCPHERSON  JACOBSON, LLC

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
- 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 Timeline

- Closing date for applications: **May 6, 2015**
- Board of Education selects finalists to interview: **May 21, 2015**
- Interviews with the Board of Education: **May 26, 27 and 28, 2015**
- Selection of new Superintendent: **May 28, 2015**
- Start date: **July 1, 2015**

Scales Mound Community Unit School District #211
is an Equal Opportunity Employer.