

An Invitation to Apply for the Position of
Superintendent

North Cedar
Community School District



Stanwood, Iowa

The Position

The North Cedar Community School District Board of Education, Stanwood, Iowa, 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, 2016.

McPherson & Jacobson L.L.C. 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.

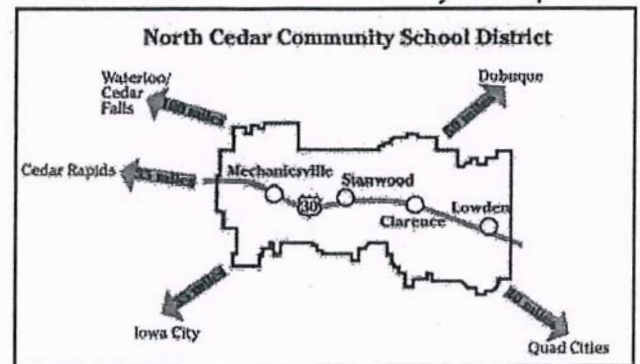
The Qualifications

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 has identified the following desired characteristics:

- A leader with excellent communication skills who is approachable, a good listener and capable of building a strong working relationship with all stakeholder groups.
- Demonstrates a transformational leadership style and strives for excellence in curriculum, technology integration and data analysis to ensure student success.
- Excellent knowledge of school finance, school budgets and district operations. Understands financial challenges, grant writing and facility planning.
- A creative visionary leader who values the importance of the school/community connection, is active and visible in the communities and has the skills to help unify the district.

The Community

North Cedar School District is located in east central Iowa, centrally located between five thriving cities: Cedar Rapids (35 miles), Quad Cities (40 miles), Iowa City (35 miles), Dubuque (50 miles), and Waterloo/Cedar Falls (100 miles).



MISSION STATEMENT

The mission of North Cedar Community School District, in partnership with its community, is to ensure a safe and caring environment for each student, providing the essential knowledge, values, skills, and attitudes to create lifelong learners who are responsible, contributing, and productive citizens in a changing and increasingly diverse world.

The 772-student North Cedar Community School District was founded in 1995 and incorporates the students from the communities of Clarence, Lowden, Mechanicsville, and Stanwood. All four towns are located on U.S. Highway 30, approximately five miles apart of each other. These communities have a long heritage of providing excellent education for their children. The district recently reduced from four to three attendance centers by consolidated grades 7-12 at the Clarence location. Elementary buildings (grades pre-kindergarten through sixth grade) are located in Lowden and Mechanicsville. There are a 123 staff members, 3 administrators, 70 certified teachers and 50 classified staff members.

Recently the Clarence facility underwent a major remodeling project which included adding four state-of-the art classrooms (vocal music, instrumental music, biology, and chemistry) and an office suite. Two classrooms were also added to the elementary building in Mechanicsville.

The elementary school staff members believes strongly all students can and will learn through curriculum using technology and resources. Small classes are taught in a safe and secure environment provide a better foundation for children.

The North Cedar Jr./Sr. High School has highly qualified, devoted faculty and spacious, well-equipped classrooms. To prepare students for the future, technology is highly prioritized; the school offers each student use of an Apple laptop computer. The school features a 3D virtual reality classroom and a zSpace lab that allows student to learn in a virtual, hands-on environment. The balance of academics, athletics, and fine arts as well as a diverse, solid curriculum ensures a well-rounded education. Approximately 87% of the NCHS students progress to further education.

North Cedar students have the opportunity to take courses through Kirkwood either through the Monticello Kirkwood site or online through PSEO courses. This year, the district is also offering a Patient Care Career Academy through Kirkwood.

Athletic activities available to the students include baseball, girls' and boys' basketball, girls' and boys' cross country, football, girls' and boys' golf, girls' and boys' track, softball, volleyball, cheerleading and wrestling.

The district has a strong fine arts department offering a variety of activities for students to experience new means of self-expression, discover new interests, and develop skills beyond the classroom. Programs offered are concert band, jazz band, marching band, concert choir, chamber choir, fall musical, spring play, and speech.

Additional activities for the students are Anime Club, Coding Club, Future Business Leaders of America (FBLA), Math Club, National Honor Society, Quill and Scroll, Robotics Club, Speech, Student Council, and the National FFA Organization.

The assessed valuation of the district is \$303,406,737. The operating budget is \$18,557,745.

Board of Education

The Board of Education consists of five board members, each elected to serve four-year terms. The incumbency of the members ranges from one to six and a half years.

Name	Occupation	Years Served
Tessa Holst, President	Assistant Dean of Students	6 1/2 years
Vicki Bendixen, Vice President	Staff Accountant	2 1/2 years
Adam Kemner	Business Systems Analyst	1 year
Tammy Nehring	Homemaker	1 year
Aaron Horman	Asst. General Manager/F&B Communications	2 1/2 years



APPLICATION & SELECTION PROCEDURE

available at:

www.macnjake.com

MCPHERSON *MJ* 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 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 11, 2016.
2. Finalists selected by board of education: February 29, 2016.
3. Finalists interviews with board of education: Week of March 14, 2016
4. Starting date: July 1, 2016.

North Cedar Community School District is an Equal Opportunity Employer.