

An Invitation to Apply for the Position of
Superintendent
Highland
School District



1627 Hwy 62/412
Highland, Arkansas



The Position

The Highland School Board of Education is seeking a highly qualified Superintendent of Schools. The Board wishes to have the successful candidate assume the responsibilities of the position on July 1, 2017.

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 therefore developing the following desired characteristics:

- Who is a highly visible, outgoing, respected leader in the schools and community with strong interpersonal skills that will engage/energize the staff, patrons, and community
- Who has experienced success as an academic/instructional leader that will lead the District to high academic achievement and values all curricular/extra-curricular programs to benefit all the students in the Highland School District
- Who is a caring and mature professional that is confident, recognized for strong communication /listening skills, experience in conflict resolution, not easily offended or intimidated, family oriented with impeccable integrity/character, and is passionate about providing multiple opportunities for all students
- Who understands the power of networking specifically with state agencies such as the Arkansas Department of Education and is knowledgeable in school finance
- Who is a powerful motivator that has experience working with a diverse staff that will improve the morale of all employees in the Highland School District

Note: *The Highland Board of Education prefers the new Superintendent have Central Office or Superintendent experience*

The Community

If picturesque scenery and outdoor adventures sound interesting, then north Sharp County, Arkansas, is the place to live. This area consists of four small towns--Ash Flat, Cherokee Village, Hardy, and Highland-- that work together to support the school system. With a combined population of approximately 7,500, these towns have three major employers: FNBC Bank, Walmart, and Highland School District.

Even though this is a rural area, larger cities are in close proximity: Jonesboro (and Arkansas State University)-- 65 miles east of Highland; Mountain Home (and Lake Norfork)-- 65 miles west; Little Rock and Memphis -- 138 miles south and east.

Some of the many positive amenities of this area are its nine lakes, two 18-hole golf courses, several parks and pools, a wide variety of watersports, and numerous trails all set in the natural beauty of the foothills of the Ozark Mountains. Outdoor enthusiasts can enjoy the serene environment while game hunting, practicing on firing ranges, riding ATV trails, or fishing or canoeing on Spring River and its tributaries.

Highland School District

Facts

1,621 Students
325 Square Mile District
7 Administrative Staff
137 Certified Teachers
105 Classified Staff

School Buildings

Cherokee Elementary School (K-4)
Highland Middle School (5-8)
Highland High School (9-12)

Operating Budget

13 Million Dollars

School Programs/Sports

Clubs/Programs/Activities: Student Council, FBLA, FFA, Skills USA (Medical, Law Enforcement, Audio Visual, Photography), National Honor Society, Beta Club, Fellowship of Christian Students, Key Club, Chess, Library Club, Quiz Bowl, Band, HiGate (Gifted and Talented), Robotics, Yearbook, and Navy Jr. ROTC.

Sports: Football, Volleyball, Tennis, Golf, Basketball, Track, Cheerleading, Baseball, and Softball.

*Highland School District offers virtual classes in various areas, giving students the opportunity to graduate with an associate degree while earning a high school diploma.

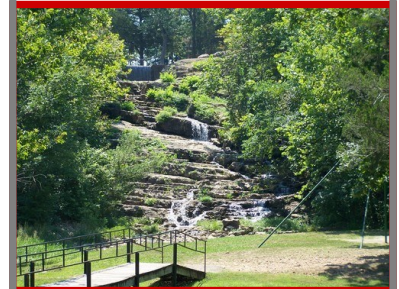
Mission Statement

The mission of Highland School District is for all students to have varied opportunities for continuous successful learning so they become active, productive citizens.

The Board of Education

The Highland School District Board of Education consists of seven community members elected to four-year terms. The tenure of the board members ranges from newly elected to nine years.

| <u>Name</u> | <u>Years Served</u> |
|-----------------------------------|---------------------|
| Mr. Clint Wiles, President | 7 years |
| Mr. Wendall Jines, Vice President | 2 years |
| Dr. Julea Garner, Secretary | 3 years |
| Mrs. Renee Clay-Circle, Member | 9 years |
| Mr. Jason Rhodes, Member | 6 years |
| Mr. Michael Burton, Member | Newly Elected |
| Mr. Justin Dunn, Member | Newly Elected |





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 should not 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 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: **November 3, 2016 (11:30 p.m. central time)**
- Board of Education selects finalists to interview: **November 29, 2016**
- Interviews of finalists with the Board of Education: **December 5-8, 2016**
- Selection of new superintendent: **December 12, 2016**

Highland School District is an Equal Opportunity Employer, committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws.

