

*An Invitation to Apply for the Position of
Superintendent*

Haxtun RE-2J School District



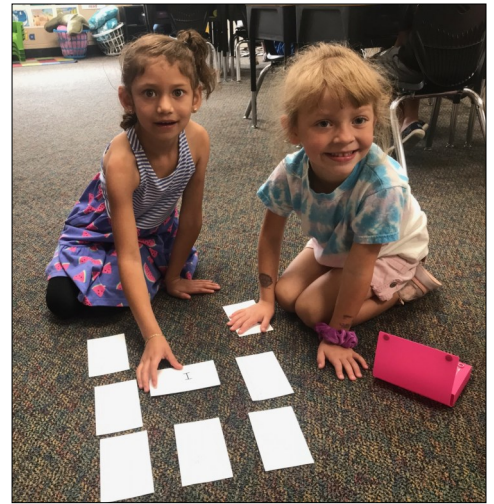
*Engage to Learn,
Educate to Succeed,
Empower to Lead*

Haxtun, Colorado

The Position

The **Haxtun RE-2J School District, Haxtun, Colorado**, Board of Education, is seeking a highly qualified and fully licensed **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2021**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in association with the Colorado Association of School Boards, 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:

- **Leader** – A person who understands and is sensitive to rural schools. A leader who has budget experience, with specific knowledge of Colorado school finance. A competent fiscal agent who thrives on transparency. A leader who will empower staff, establish expectations and hold them accountable. A leader willing to live and work in a rural environment. A person who is an instructional leader and is data informed in decision making to support student learning. A leader who will change course of direction when needed. A person who can build relationships, use team building processes to build consensus on key issues and make difficult decisions. A leader who can build rapport and trust in the community.
- **Communicator**- An approachable, visible leader who listens to the community, parents, students, and staff. A person who is hands-on, open and optimistic. A person who writes and speaks with clarity. A good listener. A person whose presence is seen in the classroom, at school activities and in the greater Haxtun community. A person who can build communication with all aspect of the community.
- **Visionary** – An innovative, proactive leader with a clear vision for success. A strategic thinker who develops plans and builds an environment for success. A person that will celebrate current successes and one who will also look toward future challenges. A leader who understands and supports the social and emotional challenges that students face in today's climate. Knowledgeable about PBS (Positive Behavior Supports). Understands the mental health challenges of students and staff. A person who can plan for the future needs of a diverse population.
- **Educator** – A Colorado licensed school leader who has previous site-leadership experience. A collaborative team leader who involves all parties impacted by a decision. Places high priority on academic achievement of all students. A curriculum and instructional leader aware of the latest learning research. Humble and compassionate educator sensitive to the needs of the school district. An educator who is willing to work with the area school districts' leadership and continue to grow in professional relationship.

Note:

- *Salary will be \$90,000—\$150,000 with a 248 day contract, plus family health benefits.*



The District

The district has one PreK-12 school building with new classroom construction and major facility updates in progress. There are 340 PreK-12 students enrolled in the district. 39% of the student population has free and reduced lunch. The district is proud of a 94% graduation rate for students and the many pathways that are available to graduation. The district has a \$3.5 million annual operating budget. The district also has a 3-year involvement to the Colorado Student-Centered Accountability Project (SCAP). There is a 5-day school week with appropriate in-service days for teacher planning, workshops, and analyzing student achievement results.

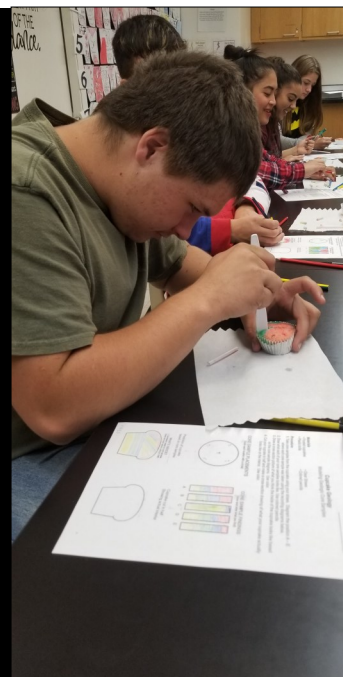
The district has outstanding, dedicated, and caring administrators, teachers, and support staff members. The district has one PreK-8 Principal, one 9-12 Principal, and 27 teachers. Small class sizes of a 1:14 ratio for K-8, and a 1:10 ratio for 9-12, allow for individual attention for all students. The balance of new and experienced staff and competitive pay promote a strong retention of school staff members.

Chromebooks are provided for each student in grades 3-12, and iPads are provided for grades K-2. A Smart Board is installed in each classroom. Concurrent enrollment classes are available with Northeastern Junior College. Students can also partake in outstanding vocational programs in agriculture, business, and consumer and family studies.

Board of Education

The Board of Education consists of seven members, elected to serve four-year terms. The incumbency of the members ranges from 2 to 10 years.

Name	Occupation	Years Served
Richard Starkebaum, President	Farmer	10 years
Jay Wisdom, Vice President	Farmer	8 years
Tamara Durbin, Treasurer	Executive Director NEBOCES	6 years
Amy Kilgour, Secretary	NEBOCES employee	10 years
Audree Edwards, Director	NEBOCES employee	2 years
Steve Hadeen, Director	Crop Adjuster	2 years
Abby Henry, Director	Health Care	2 years



The Community

Haxtun is safe and friendly, with a quiet country atmosphere and small town values. It is located approximately 160 miles north east of Denver. With a population of approximately 950 people, the town of Haxtun is a caring community that supports the school and students.

Medical facilities are available including dental care, and a hospital with plans for new clinic and rehabilitation construction.

The area has plenty of recreational opportunities. There is a community park and baseball field, 9-hole golf course, and planned construction of a new swimming pool. Outstanding hunting is available for pheasants, deer, and dove. People can enjoy fishing, boating, and skiing in the abundant clean water located within an hours drive of town.

Learn More About The District Online!

District Website: <https://www.haxtunk12.org>

Find us on Facebook: @HaxtunSchoolDistrict

Haxtun Chamber of Commerce: <http://www.discoverhaxtun.com>



Colorado Association
of School Boards

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APPLICATION

available at

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 not to 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

- ◆ Closing date for applications: **March 10, 2021**
- ◆ Board of Education selects finalists to interview: **March 23, 2021**
- ◆ Interviews with the Board of Education: **April 8 & 9, 2021**
- ◆ Selection of new Superintendent: **April 13, 2021**
- ◆ Start date: **July 1, 2021**

Haxtun RE-2J School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.