

## Press Release – October 2025

### ***Southern Public Schools Begins Superintendent Search Process with McPherson & Jacobson, L.L.C.***

Southern School District's Board of Education has selected McPherson & Jacobson, L.L.C., Executive Recruitment and Development to assist them in the important task of selecting superintendent candidates for the board to interview. McPherson & Jacobson ([www.macnjake.com](http://www.macnjake.com)) is one of the nation's leading search firms and is based out of Omaha Nebraska. McPherson & Jacobson has over 100 consultants located in 30+ states and has conducted over 870 searches since it began in 1991.

The Southern School's Board of Education has identified the following as main focal points for the upcoming search:

- **Leadership and Vision**
  - Demonstrates servant-minded and confident leadership with high expectations, integrity, and the ability to assess district needs, establish clear goals, delegate effectively, and execute plans to achieve long-term success.
- **Commitment to Student Success**
  - Dedicated to educational excellence for all students, emphasizing high quality teaching and learning across PreK-12 and addressing the needs of a diverse population.
- **Exceptional Communication Skills**
  - Possess outstanding oral and written communication abilities, actively listens, and engages in stakeholders through transparent, consistent, and effective communication.
- **Financial Expertise**
  - Exhibits strong fiscal management skills, including proactive budgeting, resource planning, and clear communication throughout financial processes to ensure responsible stewardship.
- **Collaborative Decision Making**
  - Builds strong partnerships with staff, the Board of Education, families, and the broader community, fostering a collaborative and inclusive approach to strategic planning and decision-making.

The above points are not the only traits the Board is looking for but they will be focused on as we move forward with this important process.

Feedback from all patrons is encouraged. Southern Schools will be sending out a SurveyMonkey link on Wednesday, October 8th, along with posting it on social media, the district's website, and district email communication. The survey allows any user to provide their anonymous input on the skills and traits the next superintendent needs to possess as well as highlight the positives of the Southern School's community and the school district.

Questions that will be asked through the survey will be:

- 1) Tell us the good things about the Southern School community.
- 2) Tell us the good things about the Southern School District.
- 3) What are the skills, characteristics, and traits you're looking for in the next superintendent?
- 4) What are the hot topics the new superintendent should be aware of so they can get off to a great start?

Key dates for the superintendent search include:

- The survey opens Wednesday October 8th and closes Wednesday October 15.
- The application window opens Monday November 3rd, 2025.
- Application deadline of Thursday December 4th with finalists selected/announced Wednesday December 17th.
- Interviews to be conducted January 5th/6th, 2026.
- New hire to begin work on/about July 1<sup>st</sup>