

An Invitation to Apply for the Position of
Superintendent

**Western Dubuque
Community School District**



**Western Dubuque Community School
District Administrative Office**



Farley, Iowa

CORE VALUES

All Children Can Learn

Engaging instruction and assessment accommodate a variety of learning styles and aptitudes.

Accountability and Responsibility

Learning is a shared responsibility among families, students, and staff.

Continuous Improvement

A commitment to open communication, continual feedback, and specific, attainable, and data-driven goals increase achievement.

Challenging and Rigorous Curriculum

Curricula and instruction are based on sound research, high expectations, and innovative learning environments.

Visionary Leadership

Leadership sets and communicates direction while molding collaboration fostering motivation, and sharing responsibility.

Safe Environment

A healthy and safe learning environment encourages relationship building and supports positive self-concept and acceptance.

The Position

The **Western Dubuque Community School District, Farley, Iowa**, Board of Education, is seeking a highly qualified and fully certified leader to serve as Superintendent of schools. The Board wishes to have the successful candidate assume the responsibilities of the position on 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.

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 who is an excellent communicator, is visible, and represents the district and the community in a positive manner.
- A leader who is approachable, facilitates collaborative teamwork (ex: working with private schools) and has the vision to continue moving the district forward.
- A person who possesses dynamic leadership skills and strives for excellence in curriculum and teaching through professional development, coaching and mentoring.
- An organized professional who is a clear and critical thinker with the ability to sort through issues and make sound decisions. Demonstrates a strong background in school finance and law.



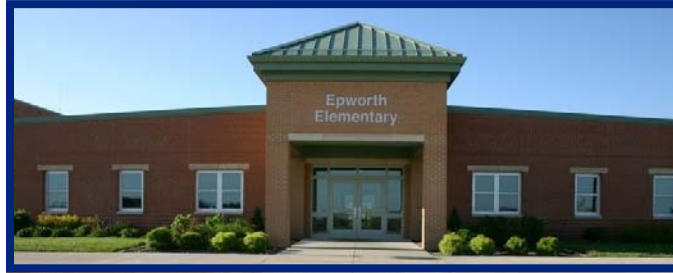
The Community

Western Dubuque Community School District is Iowa's largest land-sized school district at 555 square miles and serves the following 19 communities: Balltown, Bankston, Bernard, Cascade, Centralia, Dyersville, Epworth, Farley, Fillmore, Garryowen, Graf, Holy Cross, Luxemburg, New Vienna, Peosta, Petersburg, Placid, Rickardsville, and Worthington. The District enrollment of nearly 3,000 is comprised of a student body from rural small town settings where a strong work ethic and family values are important. The District has an expanding number of small industries and serves as the residence for a number of commuters to and from Dubuque, Iowa. With a population 58,253, Dubuque lies at the junction of three states: Iowa, Illinois, and Wisconsin, a region known locally as the tri-state area. Nestled along the Mississippi River and located 20 miles east of the Western Dubuque District Administrative Office, Dubuque is home to several institutions of higher learning including the University of Dubuque, Loras College, and Clarke University. In addition to the outstanding education provided by Western Dubuque Schools, the area offers a full range of health services and numerous churches provide services for varied religious affiliations. A variety of cultural and leisure experiences are also available.

The District

District website <http://www.wdbqschools.org>

Organized in 1960, Western Dubuque Community School District has elementary schools in Bernard, Cascade, Dyersville, Epworth, Farley and Peosta; a middle-intermediate school in Farley; a junior high in Cascade; and two high schools, one in Cascade and one in Epworth.



Epworth Elementary School



Drexler Middle Intermediate School

The Western Dubuque Community School District is dedicated to providing a challenging and rigorous curriculum in a nurturing and safe environment that fosters student academic, social and personal development. The District has a strong academic foundation and a successful tradition in athletics, fine arts and activities, providing students with a wealth of opportunities.

The District prides itself in meeting the needs of students by offering the following student services: health, guidance, special education programming, Reading Recovery, Quality Preschool Programs, Shared Visions, and English as a Second Language.



Western Dubuque High School

The Board of Education

The Western Dubuque Board of Education consists of five community members elected to four-year terms. The tenure of the board members ranges from one to nine years.

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Mark Knuth, President	Farming	9 Years
Chad Vaske, Vice-President	Pharmacist	4 Years
Mark Tilson, Member	Engineer	2 Years
Jeanne Coppola, Member	Retired Teacher	8 Years
John Lembezeder, Member	Corporate Management	1 Year

FACTS & FIGURES

Size

555 square miles
Largest geographical district in Iowa
55 bus routes daily

Schools

Bernard Elementary
Cascade Elementary
Dyersville Elementary
Epworth Elementary
Farley Elementary
Peosta Elementary
Drexler Middle/Intermediate School
Cascade Jr./Sr. High School of W.D.
Western Dubuque High School at Epworth

Performance

Graduation rate: 98%
Post-secondary enrollment: 56%
Average combined ACT score: 22.9

Budget

District Assessed Valuation: \$1,167,432,591
General Fund Budget: \$34.2 million

Student Enrollment

2,991

Staff

Administrators: 16
Certified Teachers/Nurses: 256
Classified Staff: 248



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: **January 8, 2015**
- Board of Education selects finalists to interview: **week of January 26, 2015**
- Interviews with the Board of Education: **February 2015**
- Selection of new superintendent: **February 26, 2015**
- Start date: **July 1, 2015**

Western Dubuque Community School District is an Equal Opportunity Employer.