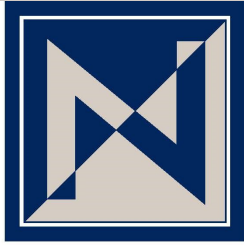


*An Invitation to Apply for the Position of
Superintendent*



**NORTH
KANSAS CITY
SCHOOLS**

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Kansas City, Missouri

The Position

The North Kansas City Schools, Kansas City, Missouri, 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 or before July 1, 2016.

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.

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 developed the following desired characteristics:

- **Has demonstrated proven accomplishments as an educator committed to academic excellence, and holds the educational needs of all students as a priority.**
- **Is committed to educational innovation. Has experience building successful educational programs.**
- **Possesses strong communication skills to establish a good working relationship with all stakeholders, namely: students, staff members, district patrons, and the Board of Education. Exhibits excellent interpersonal relationship and public relationship skills. Will be a visible participant in the schools and the community.**
- **Is a proponent of leading-edge technological skills. Models and ensures the use of technology throughout the district.**
- **Delegates duties and authority as appropriate. Demonstrates a strong commitment to a collaborative/team style of management. Utilizes evaluation to promote professional growth.**
- **Possesses excellent fiscal management and budgeting skills.**

The Community



The Northland, a suburb located near the heart of the metropolitan area, is both diverse and dynamic. Comprised of Clay and Platte counties, the area is an unusual mixture of quiet farmland and some of the most rapidly growing real estate development in the region.

Workers and residents enjoy an attractive, vibrant and safe suburban setting, great restaurants, fine shopping, miles of walking and jogging paths, excellent educational institutions and numerous other amenities and services all within minutes of downtown Kansas City and an international airport.



Nestled within the Northland, North Kansas City Schools is known for its welcoming neighborhood atmosphere and for engendering a sense of community. The district serves as a uniting force not only with families and neighborhoods, but also with the thirteen municipalities it serves, forming lasting partnerships with all facets of the community. In addition, the district is a powerful economic engine.



North Kansas City Schools has been one of the area's largest employers for decades. Strong in tradition and rich in diversity, the Northland is a great place to live and work.

The mission of North Kansas City Schools is to ensure every student achieves his or her unique potential and thrives in an environment of rapid change. We will accomplish this through:

- ♦ **extraordinary educational experiences**
- ♦ **exceptional educators**
- ♦ **partnerships with an engaged, diverse community**

The District

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



Located in Clay County, North Kansas City Schools encompasses eighty-two square miles, educating 19,391 students, making it the fourth largest district in the state of Missouri. Established in 1913, North Kansas City Schools is one of the major employers in the community.

The district provides a full range of educational opportunities, spanning from early childhood to twelfth grade. North Kansas City Schools has made great academic gains, as measured by Missouri's Annual Performance Report (APR), attaining a 97.9% for the 2014-15 school year. This is an increase of 19% since 2012-13. Another proud pillar of the district is their graduation rate of 93.6%. The district's performance and reputation has earned it both state and national accreditation. North Kansas City Schools offers optional pre-K, before/after school programs, expansive certified high schools, as well as nationally recognized adult professional learning opportunities, and community education programs for learner of all ages.

The district takes great pride in educational innovation. In June of 2015, North Kansas City Schools opened two extended school year sites at the elementary level. An additional thirty-one days of instruction serves as an inventive approach to combat the effects of summer regression. While districts across the nation are seeking more information about what effect such programming can have for student achievement, this is the only effort of its kind, state-wide. The district is also in the midst of the largest compressed natural gas bus conversion in the nation. A driving force for North Kansas City Schools is the belief in continual improvement for those whom the district serves.

North Kansas City Schools is composed of one early childhood special education center, two alternative education sites, twenty-one elementary schools, five middle schools, and four high schools. Scheduled to open in August 2016, the Northland Innovation Campus will provide a dynamic learning center for the district's academically gifted students. The district employs 127 administrators, 1,487 certified teachers, and 1,544 classified staff members. The assessed valuation is \$2,009,984,282. The operating budget is \$253,326,202.

Extraordinary academic opportunities exist in the district's International Baccalaureate diploma, Gold Medallion diploma, Advanced Placement courses, Northland CAPS (Center for Advanced Professional Studies), Monarchs Collegiate Academy (a dual diploma through the Metropolitan Community Colleges), Early College Program, eCampus (online high school courses), SAGE (Students in Academically Gifted Education), and AVID (Advancement Via Individual Determination), and other college readiness programs. A technology-rich district, every high school student is given a MacBook Air. At the middle and elementary levels, one computer is provided for every four students, with the goal of becoming 1:1 in the near future.



The Board of Education

The North Kansas City Schools Board of Education consists of seven community members elected to three year terms. The tenure of the board members ranges from one to twenty eight years.

| <u>Name</u> | <u>Occupation</u> | <u>Years Served</u> |
|---------------------------------|---|---------------------|
| Mr. Joseph Jacobs, President | Director of Administrative Services and Planning, KCP & L | 28 years |
| Mr. Terry Stone, Vice President | Management Consultant | 6 years |
| Dr. Chip Luerding, Treasurer | Family Physician | 4 years |
| Mr. Victor Hulbert, Member | Financial Advisor, Waddell & Reed | 1 year |
| Dr. Terrence Ward, Member | Professor, Park University | 22 years |
| Mr. Jay Wilson, Member | Assistant Vice President Health Services, UMKC | 4 years |
| Mrs. Dixie Younger, Member | Parent | 4 years |



APPLICATION & SELECTION PROCEDURE

available at www.macnjake.com

MCPHERSON  **JACOBSON, LLC**

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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 4, 2016 (11:30 p.m. central time)**
- Board of Education selects finalists to interview: **January 26, 2016**
- Finalists interviews with the Board of Education: **February 1-4, 2016**
- Selection of new superintendent: **February 2016**
- Start date: **On or before July 1, 2016**

North Kansas City Schools is an Equal Opportunity Employer.