

An Invitation to Apply for the Position of

Superintendent

Fountain Lake School District



Hot Springs, Arkansas

The Position

The Fountain Lake School District, Hot Springs, Arkansas Board of Education is seeking a highly qualified leader to serve as Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on July 1, 2016.

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.

Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The Board has identified the following desired characteristics.

The Fountain Lake School District Superintendent will be:

- an academic/instructional leader who will actively provide feedback in a constructive manner to the staff to ensure high academic achievement and excellence for all the students in the District.
- a competent financial manager with thorough understanding of Arkansas school finance and knowledgeable in Arkansas school law.
- an experienced manager of human resources with strong interpersonal skills, who will engage/energize the staff, patrons, and the community.
- a visionary leader, having a strong work ethic, with impeccable integrity/character and respected as a caring professional who is passionate about the students.
- a proficient verbal/written communicator, good listener, diplomat, who emanates a strong professional presence.



The Community

The Fountain Lake School District is one of seven K-12 independent school districts in Garland County, Arkansas. The district serves an area of 186 square miles and is located north and east of the city of Hot Springs which supports a year round population of approximately 50,000 people. The district is nestled in the Ouachita Mountains and is ideal for recreational camping, all water sports, hunting, and fishing. Located within a 50 mile radius are many cultural activities, colleges, universities and the state capital, located in Little Rock.



Board of Education

The Board of Education consists of five members who are elected to serve four-year terms. The incumbency of the Board members range from one-half to eight and a half years.

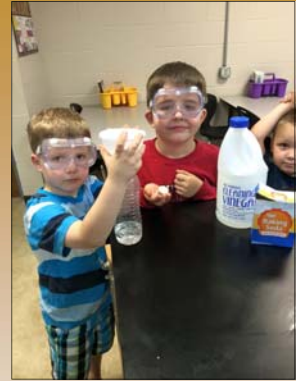
Name	Years Served
Mr. Greg Frank, President	4 1/2 years
Dr. Brenda Sellers, Vice President	2 1/2 years
Ms. Shelia Ford, Secretary	1/2 year
Ms. Lisa Blankenship	1 year
Mr. Bob McCleskey	8 1/2 years

The District

Fountain Lake School District serves grades Pre-K through 12 with students from both Garland and Saline County and provides students and faculty with state of the art technology. Fountain Lake has a one to one ratio of Google Chrome Books to over 1100 students in grades 2-12 and works to maintain technology that is consistently updated and used in the classroom daily.

In 2014, Fountain Lake School District had an enrollment of approximately 1,345 students from Pre-K through 12 grade and continues to make strides in maintaining high levels of incorporating the newest technology throughout the district to enhance education. The District has a K-12 integrated computer curriculum which utilizes Compass Learning Systems software. The school has also made available a vast amount of research material plus various programs to aide in the instruction of core curriculum and advanced courses.

At Fountain Lake, each school is separated by buildings, but the Elementary school, Middle school, and High School are all on the same campus. Fountain Lake School District believes as a district, it is only as strong as it's relationships with parents and community and is fortunate to have a community and School Board that strongly support the Fountain Lake School District.

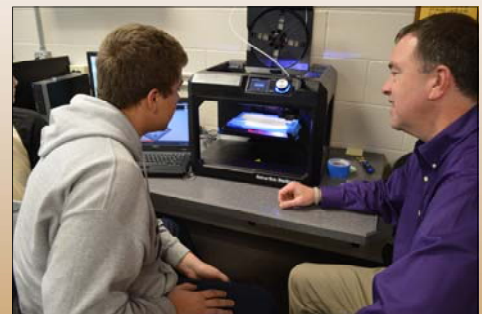


What's New for The 2015-2016 School Year?

For the 2015-16 school year the Elementary School continues with their successful "Parent Night for Pre-K1," "Daddy/Daughter Dance", and many other additional activities focusing on building the bonds between children, parents, and teachers. The Elementary School also maintains Board certified teachers, an after school FACES programs, PTO support team and three thriving preschool class rooms starting at age 4. The K-4 classrooms has iPads to use in the classroom to acclimate the students with state of the art technology at the beginning levels of school to better prepare them for Middle School. The Fountain Lake Elementary School also has a thriving Pee Wee sports program facilitated by the school district.

The Fountain Lake Middle School enters its second successful year as the Cobra Digital Prep Academy, the first conversion charter school in Garland County. The charter school focuses on the four pronged approach to education; Personal Success Plan, Project Based Learning, Career Exploration, and Character Education. Students learn engaging, rigorous, and relevant content and skills by exposure to many careers through one on one engagement to Career Action Planning. By the time Fountain Lake students graduate from the Middle school they are better prepared for High School, college and career exploration.

The Fountain Lake High School begins the new 2015-16 school year as a new conversion Charter High School with the goal to help each student set and finalize a college or career goal beyond High School. Each student will be engaging in career pathways, with personalized success plans while experiencing work based learning that incorporates employable skills into the everyday instruction. By the time Fountain Lake students graduate they will have the opportunity to have earned college hours, industry certificate, or both while in High School.



The mission of the Fountain Lake Charter High School is "Every Student Graduates-Every Student Prepared." The mission is built on five pillars; Personalized Success Plan, Credentials, Work Based Learning, Program Study, and Employability Skills; each exhibiting the four components of successful college and career readiness programs; A Goal, A Plan, Support, and Quality Instruction.

As a district, Fountain Lake, understands that in order to achieve our goal, focus must begin in the Elementary, continue in the Middle School, and on into the High School. Our students are always our first and foremost priority as we target their individual needs for success in life.

Supporting Every Student Every Day for Success!

Find out more about Fountain Lake School District:

<http://www.flcobras.com>

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



MCPHERSON & JACOBSON, L.L.C.
7905 L St., Suite 310
Omaha, Nebraska 68127
Phone (402) 991-7031
Fax (402) 991-7168
Email: mail@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 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.*

Selection Timeline

1. Application deadline:
February 25, 2016
2. Finalists selected by Board of Education:
March 10, 2016
3. Finalists Interviews with Board of Education:
March 14-17, 2016
4. Selection of new superintendent:
March 18, 2016
5. Starting date:
July 1, 2016



Fountain Lake School District is an Equal Opportunity Employer.