An invitation to apply for the position of Superintendent

Omaha Public Schools

Every student. Every day. Prepared for success.

3215 Cuming Street
Omaha, NE 68131

district.ops.org
The Position

The Omaha Public Schools, Omaha, Nebraska, 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, 2017.

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.

Omaha Public Schools is a leader among urban districts and is seeking a superintendent who will use the District’s Strategic Plan and continue Omaha Public Schools’ growth. This leader will use their experience and understanding of the needs of a diverse, urban district with high poverty and a growing English Language Learner and Migrant Student population to drive ongoing success for all students. A successful candidate will demonstrate:

- Educational leadership with a vision centered on student learning and achievement.
- A focus on improving student achievement and the closing of all achievement gaps.
- Professional and cultural competence in a diverse urban setting.
- The ability to be a collaborative leader with the ability to deliver and accept feedback.
- A willingness to involve the key stakeholders and proactively address issues facing the district.
- The ability to communicate our story by honoring our past to guide the future.
- A history of building positive relationships with students, staff and the community as a whole.
- The ability to proactively work with state and local government officials.
- The capacity to work collaboratively with all board members.
- Knowledge of and the ability to implement academic best practices.
- The ability to develop and grow partnerships in the community and across the region.
- Great communications skills along with excellent interpersonal and public relation skills.
- The ability to create a climate to motivate students and staff to achieve.
- The skill to effectively manage budgets and resources in excess of $500 million.
Omaha Public Schools is located in Omaha, Nebraska, where the population of the metro area is 925,000. Berkshire Hathaway, Union Pacific Railroad, Kiewit Corporation and Mutual of Omaha are Fortune 500 Companies whose headquarters are located in Omaha. Omaha is home to Creighton University Medical Center, the Nebraska Medical Center, CHI Health (including Bergan Mercy, Lakeside and Immanuel Medical Centers), Children’s Hospital and Medical Center, and Methodist Health Systems, which includes Methodist Women’s Hospital.

Nebraska state parks and local recreation facilities offer plenty of opportunities for outdoor fun. Omaha has numerous golf courses, parks and hiking/biking trails. Greater Omaha and the surrounding communities offer some of the top colleges and universities in the region, including 18 colleges and universities with a combined enrollment of 71,000 students. Omaha is home to two internationally recognized medical schools - the University of Nebraska Medical Center and Creighton University Medical Center.

Omaha has numerous attractions and activities for the whole family, including the Henry Doorly Zoo, Lauritzen Botanical Gardens, the Joslyn Art Museum, the Durham History Museum, Midtown Crossing, El Museo Latino, The Mormon Pioneer Cemetery, the Omaha Children’s Museum, Memorial Park, Heartland of America Park, the Old Market and the Bemis Center for Contemporary Arts.

Amazing theater, live music, and art venues abound in Omaha. The city is home to the Omaha Community Playhouse, the nation’s largest community theater, along with the Orpheum Theater, the Holland Center for Performing Arts, and the Century Link Center.

Each summer, the city plays host to the NCAA College World Series. The 2016 U.S. Olympic Team Trials in swimming were hosted in Omaha and in 2018 the Olympic Curling Trials will also be in the city. The Omaha community hosts other interesting events and festivals, including Jazz on the Green, the Summer Arts Festival, River City Round-up, Shakespeare on the Green, and Taste of Omaha, along with a variety of festivals celebrating the rich heritage and culture of the city’s various ethnic groups.

Omaha is just an hour’s drive from Lincoln, Nebraska’s capital and home of University of Nebraska. Omaha is eight hours from Chicago, IL, six hours from Minneapolis/St. Paul, MN, three hours form Kansas City, MO, and two hours from Des Moines, IA.
Quick Facts

- **Students**: 52,304
- **Elementary Schools**: 63
- **Middle Schools**: 12
- **High Schools**: 7
- **Virtual K-8**: 1
- **Teachers, Principals, Supervisors and Classroom Support**: 4,443
- **Other Student Support Staff**: 2,232
- **Administrative Leadership/Office Staff**: 369
- **Professional Technical**: 257
- **Head Start**: 67
- **Total number of full-time employees**: 7,368

**Student/Teacher Ratio**
- **Students to Core Classroom Teachers**
  - Elementary: 15.08
  - Middle School: 17.36
  - High School: 18.26

**General Fund Budget** (2016-2017 Adopted)
- $582,072,902

Board of Education Members and Terms

Mrs. Lou Ann Goding, President  
Term ends December 2020

Ms. Yolanda Williams, Vice President  
Term ends December 2020

Ms. Lacey Merica  
Term ends December 2018

Mr. Vinny Palermo  
Term ends December 2020

Mr. Ben Perlman  
Term ends December 2020

Ms. Amanda Ryan  
Term ends December 2020

Mr. Matt Scanlan  
Term ends December 2018

Mr. Marque Snow  
Term ends December 2018
Omaha Public Schools
Points of Pride

Consistent Growth in Nebraska State Accountability Test Scores

Using the District’s Academic Action Plan, students have consistently improved test scores on their Nebraska State Assessment (NeSA) Tests over the past four years.
Gradual Release of Instruction includes the following components, which are used daily in each classroom: modeled, shared, guided and independent.
Components of the Action Plan include:
1) Instructional Framework: gradual release of instruction with numeracy strategies and literacy strategies across the content areas, and consistent procedures and routines; 2) coaching; and 3) assessment data.

In 2015-16
OPS Students had
the highest state
test scores in
district history.

In 2016, an Omaha Public Schools school was recognized with the U.S. Department of Education Green Ribbon Award. OPS has received eight Green Ribbon Awards since 2012.

OPS serves the largest number of Nebraska’s student population:

More Diverse Education Opportunities:

Career Academy Programs focusing on Transportation, Distribution and Logistics; Urban Agriculture and Natural Sciences; Air and Space Technology; Communication; Construction; Business; Health; Finance; Intro to Teaching; and Precision Machining.
OPS Career Center, which offers technical training in Automotive Technology, Commercial Design, Auto Body Repair, Health Occupations (CNA), Motor Sport Repair, Photography, Welding, Construction, EMT, Zoology, Culinary Skills, Electrical Systems Tech, UNMC Health High School Alliance, Digital Video Production

Magnet Schools focusing on STEM subjects (Science, Technology, Engineering & Math); Visual/Performing Arts; Information Technology; Global Studies; Communication Skills and Electronic Media; Law; Government and International Diplomacy; College Readiness; Dual Language Program; Global Studies; and University Partnership

Learning Community Focus Programs at Wilson Focus School, Lewis & Clark Middle School, and Burke High School
Unique program International Baccalaureate at Central High and Lewis and Clark Middle School

Connect With Us: OmahaPublicSchools @OmahaPubSchool OmahaPubSchool

Reading

<table>
<thead>
<tr>
<th>Increase</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>14%</td>
<td>Elem (Gr 3-6)</td>
</tr>
<tr>
<td>18%</td>
<td>MS (Gr 7-8)</td>
</tr>
<tr>
<td>12%</td>
<td>HS (Gr 11)</td>
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Math

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<th>Increase</th>
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<tbody>
<tr>
<td>14%</td>
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</tbody>
</table>

Writing

<table>
<thead>
<tr>
<th>Increase</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>4%</td>
<td>Elem (Gr 4)*</td>
</tr>
<tr>
<td>1%</td>
<td>MS (Gr 8)</td>
</tr>
<tr>
<td>10%</td>
<td>HS (Gr 11)</td>
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</tbody>
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Science

<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>12%</td>
<td>Elem (Gr 4)</td>
</tr>
<tr>
<td>6%</td>
<td>MS (Gr 8)</td>
</tr>
<tr>
<td>9%</td>
<td>HS (Gr 11)</td>
</tr>
</tbody>
</table>

*The first year Elementary tested writing was 2012-13.

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Five National AP Scholars in 2016

14% Increase Elem (Gr 3-6)
18% Increase MS (Gr 7-8)
12% Increase HS (Gr 11)
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**State Championships**

Football – North 2014, 2013; Central 2007

Boys Cross Country – Benson 2007

Girls Basketball – Benson 2014; Central 2012


Wrestling – North 2014

Boys Soccer – South 2016, 2013


Girls Track – North 2011, 2010

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**Profile of OPS Teaching Staff**

**Degree Status**

- Bachelor’s – 32.36%
- Bachelor’s +18 hours – 11.06%
- Master’s – 44.91%
- Master’s +30 hours – 11.35%
- Doctorate – 0.31%

**Total Master’s Level or Above** - 56.57%

**Average Age & Experience**

- 39 years of age
- 9.75 years of experience

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**2015-2016 OPS Excellence Awards**

The “Omaha Public Schools Excellence Awards” are based on school performance and/or amount of growth demonstrated by the previous year’s NeSA test results in the areas of Reading, Math, Science and Writing.

- Excellence in Improvement Gold Award – 18 Schools
- Excellence in Achievement Gold Award – 3 Schools
- Excellence in Improvement Silver Award – 13 Schools

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**2016 Alice Buffett Award Winners**

- $63 million
- Total amount of scholarships earned in 2016:
- State Average Cost Per Pupil Educated
  - $11,619.34
- OPS Average Cost Per Pupil Educated
  - $10,819.38

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Omaha Public Schools does not discriminate on the basis of race, color, national origin, religion, sex (including pregnancy), marital status, sexual orientation, disability, age, genetic information, gender identity, gender expression, citizenship status, veteran status, political affiliation or economic status in its programs, activities and employment and provides equal access to the Boy Scouts and other designated youth groups. The following individual has been designated to accept allegations regarding non-discrimination policies: Superintendent of Schools, 3215 Cuming Street, Omaha, NE 68131 (402-557-2001). The following persons have been designated to handle inquiries regarding the non-discrimination policies: Director for the Office of Equity and Diversity, 3215 Cuming St, Omaha, NE 68131 (402-557-2790).
Application & Selection Procedure
Available at www.macnjake.com

MCPherson & Jacobson, L.L.C.
7905 L St., Suite 310
Omaha, Nebraska 68127
Phone (888) 375-4814
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.

Omaha Public Schools is an Equal Opportunity Employer.

Selection Timeline

1. Application deadline: February 8, 2017
2. Semi-finalists selected by the Board of Education: February 25, 2017
3. Semi-finalists interviews with the Board of Education: Week of February 27, 2017
4. Finalist interviews with the Board of Education: Week of February 27, 2017
5. Selection of new superintendent: March 2017
6. Starting date: July 1, 2017

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