

An Invitation to Apply for the Position of
Superintendent

**Carlsbad Municipal
Schools**



Carlsbad, New Mexico

The Position

The **Carlsbad Municipal Schools, Carlsbad, New Mexico**, 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 in July 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.

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 developed the following desired characteristics:

- Possess strong personal and professional qualities including: honesty, integrity, trustworthiness, and transparency that are the hallmarks of a quality educational leader.
- Have excellent and continuous communications with the Board of Education, staff, and community.
- A decisive decision maker with the ability to establish clear expectations and ability to evaluate the progress towards those expectations and to hold people accountable.
- Adept planner with the ability to break down goals into manageable and measurable strategies and activities and the ability to motivate others towards the accomplishment of those goals.

The Community

Carlsbad is located in the Chihuahuan Desert of Southeast New Mexico, county seat of Eddy County, centrally located between Albuquerque, NM (275 miles), El Paso, TX (175 miles), Midland, TX (170 miles), and Lubbock, TX (180 miles).

The Carlsbad community of 29,000 residents, is a welcome oasis in the desert of southeastern New Mexico. City parks, pedestrian and bike trails, boating and water sport facilities abound. Two golf courses grace the banks of Lake Carlsbad. Wildlife, lakes and streams invite hunting and fishing. Tourism is of major importance due to national and state parks nearby.

New Mexico State University–Carlsbad offers academic, vocational and continuing educational opportunities. A public library, historical museum and art galleries encourage visitation and exploration.

Carlsbad has an outstanding and very active community theater, two senior recreation centers, multi-event civic center and a convention center. Carlsbad Community Concerts Association invites culture to the community through world-class concert artists.

Carlsbad also boasts a large colony of art enthusiasts and patrons—painters, sculptors, potters, wood and metal artists.

The largest employer is the Waste Isolation Pilot Project; farming and ranching, and production of gas, oil and other natural products are the economic backbone. Two retirement and nursing facilities support a large retirement community, and a full-service hospital is served by a sizeable contingency of physicians and specialists.

Carlsbad is the home to many churches and religious beliefs. In fact, Carlsbad is just a nice place to live and rear a family!

Carlsbad Municipal Schools promotes education and achievement through its sound programs and well-trained staff. Neighborhood schools are small enough to allow site principals to recognize each and every student, and to encourage open communication with parents and patrons.



Carlsbad Municipal Schools is composed of a high school, an early college high school, one intermediate school, one sixth grade academy, six elementary schools and an Early Child Education Center, one pre-school, one charter school, and one virtual charter school. The current enrollment is 6,410 students. There are 781 staff members which includes 46 administrators, 441 teachers and other professionals and 294 classified staff. The district covers 2,475 square miles.

Advanced placement for secondary students and gifted-talented programs are available. The Career Technical Education Program is an emphasis of the school district to establish certificated vocational/technical programs. The district has a partnership with New Mexico State University at Carlsbad.

Carlsbad graduating seniors routinely garner valuable academic and vocational scholarships for post-secondary training.

The geographic location of the school district offers myriad possibilities for field trips and studies for students in every grade level, and cultural diversity resides in the richness of the regional history.



The district operating budget is \$161 million with an assessed valuation of \$2,325,663,320.

Yes, Carlsbad Schools offers a wealth of opportunities and is the educational leader for the State of New Mexico!

Board of Education

The Board of Education consists of five members who are elected to serve a four-year term. The incumbency of the Board members range from newly elected to nine years.

Name	Occupation	Years Served
Mr. Abel Montoya, President	Elementary Principal	6 years
Mr. David Shoup, Vice-President	Construction/Business Owner	Newly elected
Mr. Simon Rubio, Secretary	Plumbing/Mechanical Inspector	Newly elected
Mr. Ron Singleton	Retired Educator	9 years
Mr. Andrew Harris	Hospice Chaplin	6 years

MISSION STATEMENT

To create a public school environment which meets the individual educational needs of all students regardless of their ability, ethnicity, creed, gender or social standing. We are dedicated and will provide each student the opportunity to develop intellectually, emotionally, physically, and socially in a safe and orderly environment.

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



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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 Time Line

1. Application deadline: June 26, 2017.
2. Finalists selected by Board of Education: the week of July 10, 2017.
3. Interviews with Board of Education: the week of July 17, 2017.
4. Contract offered to new Superintendent: July 2017.
5. Starting Date: July 2017.

Carlsbad Municipal Schools is an Equal Opportunity Employer.