

*An invitation to apply for the position of*  
*Superintendent*



*Loveland, Colorado*

## *The Position*

The Thompson School District, Loveland, Colorado, Board of Education, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2018.

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 identified the following desired characteristics:

The successful candidate will:

- Possesses robust communication and listening skills with an openness and respect for the opinions of others in order to establish a good working relationship with students, staff members, district patrons and the Board of Education. Be a visible participant in the schools and communities.
- Has strong leadership skills, is innovative and forward thinking, and uses those skills to build strong rapport with district employees.
- Possesses excellent personal and professional qualities including: honesty, integrity and trustworthiness that are the hallmarks of a quality educational leader who leads by example.
- Possesses dynamic leadership ability with demonstrated skills in problem solving and is a consensus builder. A person who is open and accessible to all stakeholders, and actively seeks community involvement.
- Is a visionary and innovative problem solve and team builder, with the ability to delegate, build consensus, and empower others to lead.

### *Note:*

*Salary range \$180,000-\$230,000 commensurate with experience and qualifications, plus comprehensive benefit package to be negotiated with final candidate.*

## *The Community*

Loveland, Colorado is located approximately 52 miles north of Denver, Colorado. The 2015 estimated population is 72,794.

Medical Facilities include Medical Center of the Rockies, McKee Medical Center, Northern Colorado Medical Center and Poudre Valley Hospital.

Local attractions include Rocky Mountain National Park, Benson Sculpture Garden, Chapungu Sculpture Park, The Budweiser Events Center, Boyd Lake State Park, and many local, county, and state parks.

A few of the golf courses in Northern Colorado include The Olde Course at Loveland, Mariana Butte; Highland Meadows; Pelican Lakes; Greeley Country Club; Southridge; and Collinsdale Ptarmigan Country Club. In Berthoud, a 72-par TPC Colorado course, designed by Arthur Schaupeter Golf Course Architects, is under construction. The course will be able to accommodate professional tournaments.

The Loveland area is within 2 hours from several world class ski resorts.

Professional Teams:

The Colorado Eagles are the defending ECHL champions and will be moving to the American Hockey League (AHL) as the Colorado Avalanche Hockey affiliate.

The local Denver professional sports teams include the Denver Broncos, Denver Nuggets, Colorado Avalanche, Colorado Rockies.



# *The District*

Thompson School District is the 17th largest school district in Colorado, encompassing 362 square miles, and is the largest employer in Loveland and Berthoud. The district is a pre-K through 12th grade district with 13 early childhood centers, one K-8 school, 20 elementary schools, 5 middle schools, 5 high schools, and 2 charter schools. District enrollment is approximately 16,000 students. Our district consists of the entire city of Loveland, the town of Berthoud, sections of Fort Collins, Windsor, and Johnstown, and portions of unincorporated territory in Larimer, Weld, and Boulder counties.

The schools offer a number of educational options including: the International Baccalaureate (IB) Diploma Programme (DP), Middle Years Programme (MYP) and Primary Years Programme (PYP); a Science, Technology, Engineering & Mathematics (STEM) focus at one high school, two middle schools and three elementary schools; the Loveland area Integrated School of the Arts (LISA), K-12; and Advanced Placement programs. The district is also home to the Loveland/Berthoud Enrichment Access Program (LEAP), which supports parents who choose to school their children at home or outside a public setting. The district's assessment scores are consistently above state averages and the district-wide graduating class of 2017 earned over \$19 million in scholarships.

The Thompson School District offers a comprehensive list of athletic and activity programs for the students in our middle and high schools. The experience of participating in athletics and activities is an excellent opportunity for all students who attend school in the Thompson School District. It is a privilege to represent our schools and community by participating in athletic and activity programs. Participation in sound athletics and activities programs contributes to good sportsmanship, citizenship, character, physical and mental development, coordination and a wholesome interest in competition and performance. The Thompson School District schools are well aware of the importance of the athletics and activities programs, but recognize it should never overshadow the emphasis placed on classroom work. Schools maximize student-teacher classroom contact by minimizing the loss of school time involved in extracurricular activities.

Sports include Baseball, Basketball, Cheerleading, Cross Country, Football, Golf, Gymnastics, Lacrosse, Soccer, Softball, Swimming and Diving, Tennis, Track and Field, Volleyball, Wrestling, DECA, Forensics, Honor Choir, Key Club, Marching Band, MESA Club, National Honor Society, Newspaper, Robotics, Student Council, Theatre, and Yearbook are some of the other activities available to the students.

The district has partnerships with Colorado State University (CSU), University of Colorado (CU), University of Northern Colorado (UNC), Front Range Community College (FRCC), and Aims Community College.

The district net assessed valuation: \$1.81 billion (\$1,810,305,577.00). The district operating budget: \$140.5 million (\$140,468,016.00).

## *Board of Education*

Thompson School District is led by a seven-member Board of Education, whose members are taxpayers, parents, business people, community residents and school volunteers. They all share a deep commitment to providing a sound education to all young people living in the district. The members of the Board are elected at-large from geographic areas for four year terms. They represent parents as well as residents without children in school. Board members serve without pay and contribute many hours each month to fulfilling their responsibilities.

As the policy-making body, the Board is responsive to community values and needs while acting within the framework of state and federal laws. Board members are responsible for:

- education planning and appraisal
- instructional programs and curriculum
- staffing and appraisal
- budget/finance resources
- school facilities
- communication with the public

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Mrs. Lori Hvizda Ward, President	Volunteer	4 years
Mrs. Pam Howard, Vice President	Volunteer	4 years
Mr. Jeff Swanty, Secretary	Retired	2 years
Mr. Dave Levy, Treasurer	Retired	2 years
Dr. Paul Bankes	Financial Consultant	Newly elected
Mr. Marc Seter	Software Developer	1 year
Ms. Barbara Kruse	College Professor	Newly elected



*The Mission of Thompson School District is to:*

- Empower to Learn
- Challenge to achieve
- Inspire to excel

*Find out more about Thompson School District*

*<http://www.thompsonschoools.org>*

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## **APPLICATION & SELECTION PROCEDURE**

*Available at [www.macnjake.com](http://www.macnjake.com)*



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### *Selection Timeline*

1. Application deadline:  
February 28, 2018
2. Finalists selected by  
Board of Education:  
March 20, 2018
3. Interviews with  
Board of Education:  
March 26-30, 2018
4. Selection of new  
superintendent:  
April 2018
5. Starting date:  
July 1, 2018

### *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.*

**Thompson School District is an Equal Opportunity Employer**