

An Invitation to Apply for the Position of
Superintendent

Foreman
School District



Foreman, Arkansas

The Position

The **Foreman School District, Foreman, Arkansas**, 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 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 developed the following desired characteristics:

- Who has proven administrative/leadership experience, possesses strong written and oral communication skills, approachable, and exhibits positive people skills.
- Who is consistent in relationships with staff, capable of establishing an environment of individual accountability, and is a thoughtful/decisive decision maker (capability of making practical decisions and utilizes “common sense”).
- Who is visible, values community involvement, will commit to Foreman, assumes ownership of the District, and capable of motivating others to follow.
- Who is a visionary leader that understands and can influence teaching/learning positively, values instruction, and still maintains the balance between curricular and extra-curricular programs.
- Who understands the application of school finance and the Arkansas Public School Funding Formula, capable of leading a millage campaign, and will maintain an awareness and understanding of the needs of maintaining the school plant, equipment, and facilities.

The Community

Foreman, Arkansas is located near the Arkansas-Texas border, 30 miles from I-30. The city of 1,025 residents is near Horatio, Ashdown, and DeQueen, Arkansas; and New Boston, Texas.

Foreman offers a variety of community activities and festivals including the County Fair & Rodeo, Southern Sportsman Banquet, Annual Christmas Parade, Southern Sportsman Annual Outdoor Extravaganza, PTO Program, Fall Festival, Methodist Church Pumpkin Patch, First Baptist Church Easter Egg Hunt, and Kiwanis Easter Egg Hunt. Residents can enjoy the outdoors at Little River Country Club, DeQueen Lake, and Millwood Lake.



Ash Grove Cement Plant and Domtar are the major employers in the area. Medical care is available from Ashdown Memorial Hospital, Wadley Hospital, and Christus St. Michael Hospital.

Higher educational opportunities are available from Cossatot Community College of the University of Arkansas, Texarkana College, and Texas A&M – Texarkana, Texas.

The District

Foreman School District educates 509 students on two campuses, Oscar Hamilton Elementary and Foreman High School. The 101-square mile district has 78 staff members, 3 administrators, 42 certified teachers, and 33 classified staff.

Foreman offers a Gifted and Talented program, National Honor Society, Quiz Bowl, and Concurrent Classes. They have a partnership with Cossatot Community College of the University of Arkansas; Southern Arkansas University; Education Renewal Zone; and member of North Central Association.

Extracurricular activities through the district include football, basketball, baseball, softball, golf, track, cheerleading, drama club, key club, FBLA, FCCLA, FFA, First Priority Club, and band.



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

The Board of Education

The Board of Education consists of five members who are elected to serve a five-year term. The tenure of the Board members ranges from four months to seven years.

Name	Occupation	Years Served
Mr. Shane Mears, President	Site Manager, Cherokee Corp.	7 years
Mr. Will Segraves, Vice President	Allied Reliability	5 years
Mr. Wayne Frye, Secretary	Ash Grove Cement	4 years
Mr. Elbert Bradley	Self Employed/Retired	7 years
Mr. Christopher Gauldin	Ash Grove Cement/Maint. Supervisor	4 months

MISSION STATEMENT

The mission of Foreman School District is to successfully meet the needs of all students through collaborative efforts of parents, community, and schools to provide a secure learning environment for all students.





APPLICATION & SELECTION PROCEDURE

available at www.macnjake.com

MCPHERSON *M J* **JACOBSON, LLC**

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Phone: (402) 991-7031 Fax: (402) 991-7168
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 not to 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. 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: **March 7, 2018 (11:30 p.m. central time)**
- Board of Education selects finalists to interview: **March 29, 2018**
- Finalists interviews with the Board of Education: **April 2-5, 2018**
- Selection of new superintendent: **April 9, 2018**
- Start date: **July 1, 2018**

Foreman School District is an Equal Opportunity Employer.