

An invitation to apply for the position of

Superintendent



**MADISON COUNTY
SCHOOLS**

MARK OF EXCELLENCE



Madison County, Mississippi

The Position

The **Board of Education of the Madison County School District, located in Ridgeland, Mississippi**, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position by 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:

- A leader of high character and integrity who has a vision for the future of education and will follow through by putting plans into action;
- A leader who understands the principles of motivation and has the ability to energize the faculty and staff of the Madison County School District;
- A leader who understands data and how to use data to improve teaching and learning;
- A leader who stays current with the latest educational trends and selectively implements research-based approaches to improve teaching and learning; and
- A leader who has a thorough understanding of school finances including planning, implementing, and monitoring a school budget and who has the ability to rally the community in support of the school district.

The Community

Madison County, Mississippi is located twelve miles northeast of the state capitol of Jackson. The county has approximately 105,000 residents.

Major employers in the county are Nissan, Madison County School District, Levi Strauss, Cspire, and Brown Bottling (Pepsi). Merit Health, Baptist Medical Center, St. Dominic Hospital, and the University of Mississippi Medical Center provide excellent health care options.

The county offers a full range of recreational activities including championship golf courses, boating and sailing at Barnett Reservoir, walking and bike trails, parks, and a sports complex.

Residents may participate in holiday-themed activities and shop in farmers markets and at the Canton Flea Market. A Day in the Country and the Ridgeland Light the Night Balloon Festival are fun events for all ages. Sports enthusiasts will enjoy high school sporting events and the Mississippi Braves professional baseball team.

Higher educational opportunities are available at Jackson State University, Millsaps College, Belhaven University, Mississippi College, Tougaloo College, and Holmes Community College.

Board of Education

The Board of Education consists of five members who are elected to serve six-year terms. The incumbency of the Board members range from three to thirteen years.

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Mr. Philip Huskey, President	Attorney	8 years
Dr. Pollia Griffin, Secretary	Retired Educator	3 years
Mr. William Grissett	Retired Law Enforcement	13 years
Mr. Sam Kelly	Attorney	4 years
Mr. Wayne Jimenez	Physical Therapist	12 years

The District

Madison County Schools (MCS or the District) spans 760 square miles and is the fifth largest school district in the state. Madison County is one of the fastest growing counties in the state. The cities of Madison and Ridgeland, located in south Madison County, have the largest concentrations of population. Smaller towns and communities like Flora, Gluckstadt, Camden, and Farmhaven are located in more rural areas.

Over the last twenty years, the District has grown from 9 to 23 campuses. The four high schools and the attendance zones they serve are Falcons, Jaguars, Mavericks and Titans, but collectively they are Madison County Schools.



For the past five years, MCS has achieved an “A” rating in statewide accountability scores. For the 2016-2017 school year, MCS scored highest of all similarly-sized school districts and ranked tenth overall in the state. Notably, MCS is number one in English Language Arts proficiency of all school districts in the state.

MCS has an enrollment of over 13,225 students. Predictions are that growth will remain constant in the 2 to 2.5% range for the future.

The District’s motto is #Motivate, Educate and Graduate. This motto guides the daily actions and decisions of faculty, staff, and administrators. The District’s logo is “Madison County Schools: Mark of Excellence!,” and its commitment to excellence is demonstrated in the programs and opportunities available to students. The District’s goal is to help each child reach his or her fullest potential and for each child to excel.

The District has consistently been a leader in creating an outstanding educational environment for its students, faculty, staff, and administrators. Students perform at the highest levels in both state and national competitions in academic and extracurricular activities like band, choral music, visual arts, speech and debate, robotics, and STEM. Holmes Community College offers students Dual Enrollment/Dual Credit. Students may also receive credit for courses from the University of Mississippi. The District has a comprehensive teacher mentoring program with an intensive focus on support of first-year teachers.



MCS has a full range of services for students with special needs; has Career Academies at four high schools; offers Pathways Gifted Classes; and has an extensive English Language Learner program.

For several years, the District has had the largest number of National Merit scholars of any public, private or parochial school in the state.

The District engages a professional demographer to provide information used for future planning. The District has successfully passed three bond issue building programs in the past 18 years.



The District is recognized as a forward-thinking leader within the state of Mississippi. Many of its faculty and administrators serve on the boards of national organizations and present at national conferences.

The assessed valuation of the District is \$1.36 billion. The total budget is \$146 million with a \$120 million operating budget.

MISSION STATEMENT

Motivate, Educate, Graduate!



Find out more about Madison County School District:

<http://www.madison-schools.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:
April 12, 2018
2. Finalists selected by
Board of Education:
May 8, 2018
3. Finalist Interviews
with Board of
Education:
May 14-17, 2018
4. Selection of new
superintendent:
May 21, 2018
5. Starting date:
by July 1, 2018



Madison County School District is an Equal Opportunity Employer.