

An invitation to apply for the position of

Superintendent



Fort Morgan, Colorado

The Position

The Morgan County School District Re-3, Fort Morgan, 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 a board makes. The board has identified the following desired characteristics:

- **Leader** – A strong innovative, collaborative leader who possesses the skills to bring staff together while listening, supporting and motivating them, encouraging success and succession while having the ability to problem solve and make difficult decisions.
- **Visionary** – An individual who can provide vision for the district enhancing and embracing the current strategic plan and who is not afraid to implement that plan.
- **Communicator** - A strong communicator who can partner with all stakeholders providing for a strong flow of information between buildings, staff, board, community and state.
- **Visible** - A highly visible advocate for our schools, community and state, who will actively involve themselves in school, community and professional organizations.
- **Diversity** – An individual who will embrace our community with understanding and acceptance of our cultural and academic diversity and believes meeting the varied needs of all students is a top priority.

The Community

Fort Morgan is located on the high plains of Colorado, 80 miles northeast of Denver. It is the largest community in northeast Colorado, but is still considered a small town and a great place to raise a family. It is a safe environment with excellent recreational facilities and programs.

Agriculture, livestock feeding, and related agri-businesses are the basis of the economy. Cargill (beef processing), Leprino Foods (cheese processing), Wal-Mart, and Western Sugar are the major industries.

Morgan Community College, Fort Morgan Public Library and Museum, Community Concert series, Morgan County Arts Council, and the Military Historical Museum offer cultural opportunities and places for study. The University of Northern Colorado is located in Greeley, 50 miles to the west of Fort Morgan.

The city has 10 city parks, a nature trail, two swimming pools (same site), eight individual tennis courts at two sites, and an 18-hole golf course. Recreation programs provide year-round activities for citizens of all ages.

Continued population growth in the Fort Morgan area will certainly impact the schools, and the district has undertaken a comprehensive planning process that has led to substantial facility improvements, expansion, and the construction of a new middle school.



The District

Morgan County School District Re-3 is the largest school district in northeast Colorado. It is a progressive district that still believes in providing students with a sound, basic, well-rounded education. The district is accountable to parents and the community, continually striving to improve .

The district boasts an outstanding IT department and a districtwide focus on technology in the classroom. Nearly every classroom is equipped with a SMART Board, document camera,



and ample student devices. Every building has a generous computer lab with up-to-date equipment to meet the needs of all the students. The district recently upgraded their technological infrastructure to meet the growing demands of online educational access and technology advances.

The district offers the full continuum of age-appropriate classes from preschool to full-day kindergarten to traditional high school graduation pathways to alternative graduation pathways to postsecondary options. More than 500 dedicated employees service approximately 3,000 students in eight schools.

Facilities include: Sherman Early Childhood Center, four elementary schools (grades 1-5), middle school (grades 6-8), Fort Morgan High School (grades 9-12), and Lincoln Alternative High School (grades 9-12).

The district offers a wide range of opportunities for students, including PE, music, vocational education and technology education. A number of programs for at-risk students are also offered.



Board of Education

The Board of Education consists of seven members who are elected to serve four-year terms. The incumbency of the Board members range from newly elected to six years.

Name	Occupation	Years Served
Mr. Derek Gerken, President	Insurance Agent	4 years
Mr. Loren Sharp, Vice President	Ft. Morgan Police Operations Commander	2 years
Mr. Todd Schneider, Treasurer	MCC Instructor	4 years
Mrs. Connie Weingarten	Physical Therapy Director	6 years
Ms. Teri Lapp	CPA	Newly elected
Mrs. Patricia McClain	Northeast CO Health Dept. Director	2 years
Dr. Melissa Smits	Veterinarian	2 years

MISSION STATEMENT

*The mission of Morgan County School District Re-3 is to
inspire creative thinking,
high achievement, and lifelong learning.*

Find out more about Morgan County School District Re-3:

<http://www.morgan.k12.co.us>

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 not to contact board members directly.
Any effort to do so may eliminate the candidate 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:
March 21, 2018
2. Finalists selected by
Board of Education:
April 11, 2018
3. Finalist Interviews
with Board of Education:
Week of April 16, 2018
4. Selection of new
superintendent:
April 2018
5. Starting date:
July 1, 2018



Morgan County School District Re-3 is an Equal Opportunity Employer.