

An invitation to apply for the position of
Superintendent



WB

WEST BEND
JOINT SCHOOL DISTRICT #1



West Bend, Wisconsin

The Position

The **West Bend School District Board of Education, West Bend, Wisconsin**, 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:

- A visionary leader who has proven administrative and leadership experience.
- Visible within the school and community, demonstrates optimism, an outgoing personality with excellent communication skills. A caring person who is sincere, authentic, and genuine.
- A leader who demonstrates fiscal understanding in district budgeting, resources, construction and maintenance of facilities.
- A team builder with strategic skills and knows how to build, maintain and develop an organization.

Note:

Compensation starting at \$175,000 plus relocation and competitive benefits package

The Community

Located in the heart of the Kettle Moraine area in Wisconsin's southeastern region, the city of West Bend is the Washington County seat and home to more than 30,000 residents. In addition to boasting a healthy local economy, West Bend is also home to a nationally-recognized park system, many historic buildings, interesting museums, outstanding recreational trails, several golf courses, and one-of-a-kind community events including a robust farmer's market. The University of Wisconsin–Washington County, a two-year institution of the University of Wisconsin System, and Moraine Park Technical College are located in West Bend.

Along with the villages of Jackson (population 6,800) and Newburg (population 1,230), and surrounding townships, West Bend offers the advantages of small-town, affordable living and a location between Interstates 41 and 43 that is within close proximity to larger metropolitan areas. Milwaukee is within 40 miles; Madison 75 miles; and the Fox Valley region 70 miles.

The major employers in the area include West Bend Mutual Insurance, Manitou Americas, Sysco Food Services, Serigraph, and Froedtert St. Joseph's Hospital. Many businesses—both large and small—partner with the West Bend Joint School District #1 on everything from apprenticeships, free catering for school events, coupons for positive behavior, sponsorships, and donations of funds, goods, services, and equipment.



School website: <http://www.west-bend.k12.wi.us>

The District

The West Bend Joint School District #1 is honored to serve more than 6,900 students and their families in the city of West Bend, villages of Jackson and Newburg, and townships of Barton, Polk, Trenton, Jackson, West Bend, and Addison. It is currently the 21st largest school district in Wisconsin, with an annual budget of approximately \$70 million.

The district has eleven education centers: Rolfs Education Center (Head Start); Decorah Elementary School (K-4); Fair Park Elementary School (K-4); Green Tree Elementary School (K-4); Jackson Elementary School (located in Jackson) (K-4); McLane Elementary School (K-4); Silverbrook Intermediate School (5-6); Badger Middle School (7-8); Pathways Charter School (7-12); and East High School and West High School (one building) (9-12). There are also seven community-based 4K partners (four in West Bend; two in Jackson; one in Newburg).



Students at West Bend East and West have the opportunity to obtain college, university, and technical college credits while still in high school.

The district offers many extracurricular activities for the high school students. West Bend East and West field teams in 20 different sports.

The drama department presents several plays each year, including a musical. There are nearly 30 clubs and co-curriculars. A robust music program includes a brass band, jazz band, pep band, handbell ringers, drumline, orchestra, bluegrass strings, pop strings, and cello choir. The choir department boasts several choirs with significant participation.

Middle and Intermediate Schools have either competitive or intramural sports. Students at each school have access to 20 different activities and clubs.



Photos of students taken by West Bend East and West students Kendahl Skomski, Andrew Haese, Alexander Dunkley, and Olivia Holbrook

Board of Education

The Board of Education consists of seven members who are elected to serve three-year terms. The incumbency of the Board members range from ten months to three years.

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Mrs. Tiffany Larson, President	Wellness/Occupational Therapist	2 years
Mrs. Nancy Justman, Vice President	Executive Director/non-profit	1 year
Mrs. Tonnie Schmidt, Clerk	Business Owner	1 year
Mr. Monte Schmiede, Treasurer	Retired	3 years
Mr. Joel Ongert	Sales & Service Manager, Caterpillar	1 year
Mr. Tim Stellmacher	Business Management Consultant	10 months
Mr. Ken Schmidt	Counselor	2 years

An opportunity for school district and community leadership



**APPLICATION &
SELECTION
PROCEDURE**
Available at
www.macnjake.com

*Photos on this page courtesy of the
West Bend Area Chamber of Commerce,
Olivia Holbrook, Stephanie Bintz,
Sydney Kittelson, and Sarah Urhen*



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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 Timeline

1. Application deadline:
April 23, 2018
2. Semi-Finalists selected by Board of Education:
Week of May 7, 2018
3. Semi-Finalist Interviews with Board of Education:
Week of May 14, 2018
4. Finalist Interviews with Board of Education:
Week of May 21, 2018
5. Selection of new superintendent:
Week of May 28, 2018
6. Starting date:
July 1, 2018

West Bend School District is an Equal Opportunity Employer.