An Invitation to Apply for the Position of Superintendent

Frisco, Colorado
The Position

The Summit School District, Frisco, 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, 2020.

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.

- **Leader:** A competent educational administrator who strives to serve the whole child by building a systemic/systematic process who has the skills to bring people together while listening, supporting and empowering them to build a culture of learning through the community they serve. A personable leader who knows how to build consensus and “get things done”. A competent fiscal agent who thrives on transparency.

- **Visionary:** A humble-reflective leader who listens, collaborates and builds on the passion of the staff, students, parents and community and has the confidence to build an effective/efficient system that keeps the focus on children. A life-long learner who thrives on continuous improvement. A fearless leader willing to face hard conversations while supporting the vision of the school system.

- **Diversity:** A leader who is inclusive, culturally sensitive and a social justice champion of all staff and students. A leader who will embrace the Summit community with an understanding and acceptance of its culture and academic diversity and believes meeting the needs of all staff and students is a top priority.

- **Communicator:** A leader who is an active listener, writes with clarity, speaks with passion and knows how to work the crowd. A trustworthy, honest leader whose humility builds the respect of the people they serve. A charismatic leader with a world view who is politically savvy and makes everyone feel valued.

- **Visible:** A compassionate leader who leads with a love of children and family. A person who is visible from the classroom to the greater community. A personable leader who enjoys being around people in the community who understands what it means to be the “Face of the District”. A leader who knows how to be “present” to students, staff, parent and the Summit community. A leader who has the skills to build effective partnerships both within the district and in the community to meet the needs of the students and their families.

Board of Education

The Board of Education consists of seven members, elected to serve four-year terms. The incumbency of the members ranges from 4 months to 2 years, 4 months.

<table>
<thead>
<tr>
<th>Name</th>
<th>Occupation</th>
<th>Years Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Kate Hudnut</td>
<td>Director of Retail</td>
<td>2 years, 4 months</td>
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<tr>
<td>Ms. Tracey Carisch</td>
<td>Strategic Consultant</td>
<td>2 years, 4 months</td>
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<tr>
<td>Ms. Gini Bradley</td>
<td>Health and Human Services Consultant</td>
<td>4 months</td>
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<tr>
<td>Mr. Chris Alleman</td>
<td>Producing Artistic Director</td>
<td>4 months</td>
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<tr>
<td>Ms. Consuelo Redhorse</td>
<td>Bookkeeper</td>
<td>4 months</td>
</tr>
<tr>
<td>Ms. Gloria Quintero</td>
<td>Strengthening Families Bilingual Outreach Coordinator</td>
<td>4 months</td>
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</tbody>
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The District

Nestled in the heart of the beautiful Colorado Rocky Mountains, Summit School District provides excellence in public education to families in the diverse resort communities of Breckenridge, Dillon, Frisco and Silverthorne. Serving more than 3,500 students, it is our vision for Summit School District students, staff and community members to work together in an atmosphere of care and respect to offer each student an array of educational programs designed to foster his/her unique academic, vocational, and personal strengths. Our aim is to develop internationally minded people who help to create a better world. We believe in open communication with our stakeholders and appreciate community input.

Involving our parents and community members in our schools is one strategy we have selected to support our student's development. We encourage all Summit County citizens to be involved in our schools in some way from volunteer opportunities in each school to serving on the Summit School District Board of Education.

District Website: summitk12.org

- **Type of district:** K-12
- **Number of students:** 3,590
- **Square miles of district:** About 40.
  We serve the communities of Breckenridge, Blue River, Dillon, Keystone, Frisco, Heeney, Montezuma and Silverthorne.
- **Number of administrative staff:** 4%
- **Number of certified teachers:** 63%
- **Number of classified staff:** 33%
- **Number of school buildings:**
  - 6 Elementary Schools
  - 1 Middle School
  - 1 High School
  - 1 School for Transformational Education - Middle and High School
- **Special programs:** Gifted and talented; Optimists; STEM;, International Baccalaureate Years Program - District wide; Dual language program in 2 elementary, HS and MS; applied learning; outdoor education; No Place for Hate schools; blended learning
- **Partnerships:** We have partnerships with Colorado Mountain College and Metro State University. The HS offers more than 30 college level courses across curriculum.
- **Extracurricular activities:** Lacrosse, Soccer, Baseball, Track & Field, Speech & Debate, Skiing, Swim & Dive, Wrestling, Hockey, Basketball, Golf, Volleyball, Football, Soccer, Cross Country, Rugby, Knowledge Bowl
- **Assessed valuation:** $2,237,648,040
- **Operating budget:** $43,551,291

The Community

- **Location:** 75 miles west of Denver, close to I-70
- **Population of the city:** 31,000 - total population of Summit County which includes the towns of Breckenridge, Blue River, Dillon, Keystone, Frisco, Heeney, Montezuma and Silverthorne
- **Major employers in the area:** Vail Resorts, Summit County Government, St. Anthony's/Summit Medical Center, Breckenridge Grand Vacations, Copper Mountain Ski Area, Arapahoe Basin Ski Area, Climax Molybdenum Company, a subsidiary of Freeport-McMoRan
- **Medical facilities:** St. Anthony’s/Summit Medical Center
- **Recreational activities:** Many outdoor year round rec. activities - Golf, hiking, skiing, fishing, cross country skiing, biking, 2 town recreation centers, cross fit gyms, boating, kayaking, waterskiing, backpacking, camping
- **Community activities/festivals:** Summit County is filled with daily and weekend activities. There are so many of these opportunities for boundless fun that you can join in or simply attend one (or two or three) every week of the year. There are food celebrations, community events, arts, concerts, and events that celebrate the history of Summit County. With snow sports being one of the major draws to Summit County, annual events that celebrate all things frozen white stuff are popular: snow sculpting, snow events such as the USASA Nationals and the not-to-be-missed festival celebrating the God of Snow, Ullr. The summer is filled with events in every town celebrating bacon, wine and jazz, art and music events, mac and cheese, bluegrass and beer, the Cider Circus, and Oktoberfest festivals in the fall.
- **League sports:** Community sports such as baseball leagues, volleyball leagues, biking leagues
- **Colleges or universities nearby:** Colorado Mountain College
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 directly contact board members. 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 Time Line**

- Closing date for applications: **April 13, 2020 (11:30 p.m. central time)**
- Board of Education selects finalists to interview: **May 1, 2020**
- Interviews with the Board of Education: **May 14 & 15, 2020**
- Selection of new Superintendent: **May 18, 2020**
- Start date: **July 1, 2020**

Summit School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.