

An invitation to apply for the position of
Superintendent



WEST BEND
— SCHOOL DISTRICT —
EXCELLENCE FOR ALL



West Bend, Wisconsin

The Position

The West Bend School District, West Bend, Wisconsin, 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:

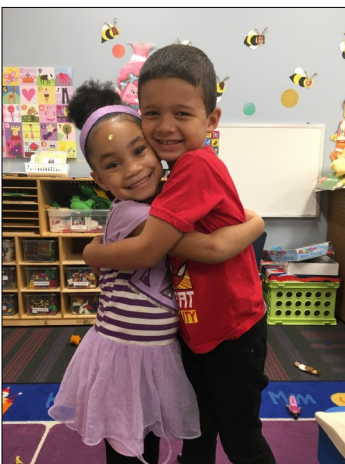
1. A visionary leader who has proven administrative and leadership experience.
2. Visible within the school and community, demonstrates optimism, an outgoing personality with excellent communication skills. A caring person who is sincere, authentic, and genuine.
3. A leader who demonstrates fiscal understanding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

Note:

Compensation between \$160,000 and \$180,000.

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–Milwaukee 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 7,100) 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, Milwaukee Tool, and Froedtert West Bend 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.

The District

The West Bend Joint School District #1 is honored to serve more than 6,200 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.

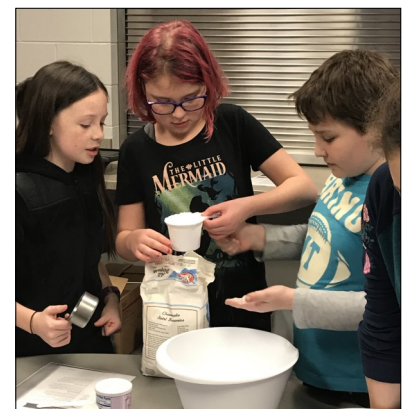
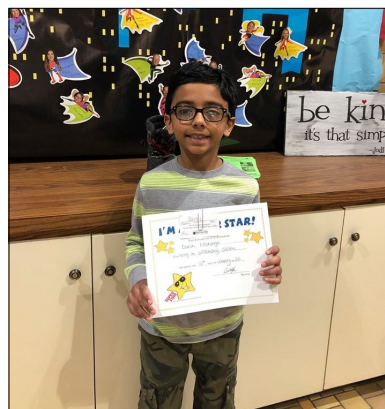


The district has ten education centers: Rolfs Education Center (Head Start); Decorah Elementary School (K-4); Fair Park Elementary School (K-4); Green Tree Elementary School (K-4); Jackson Elementary School (located in Jackson) (K-4); McLane Elementary School (K-4); Silverbrook Intermediate School (5-6);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



Board of Education

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

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Mr. Joel Ongert, President	Sales & Service Manager, Caterpillar	3 years
Mrs. Nancy Justman, Vice Pres.	Visit Brookfield, President/CEO	3 years
Mr. Chris Zwygart, Treasurer	Chief Legal Officer, West Bend Mutual Ins.	2 years
Mrs. Tonnie Schmidt, Clerk	Business Owner	3 years
Mrs. Erin Dove	Business Operations, Kohl's Corporate	1 year
Mr. Kurt Rebholz	President/Co-founder, Bay Market Force	2 years
Mr. Paul Fisher	Dir. of Professional Svs., Paradatec Inc.	1 year

An opportunity for school district and community leadership



District website: www.west-bend.k12.wi.us

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E-mail: mail@macnjake.com

APPLICATION

available at
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 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: **March 12, 2020 (11:30 p.m. central time)**
- ◆ Board of Education selects semi-finalists to interview: **April 2, 2020**
- ◆ Semi-finalists interviews with the Board of Education: **April 14-16, 2020**
- ◆ Finalists Interviews with the Board of Education: **April 22-24, 2020**
- ◆ Selection of new Superintendent: **April 27, 2020**
- ◆ Start date: **July 1, 2020**

West Bend 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.