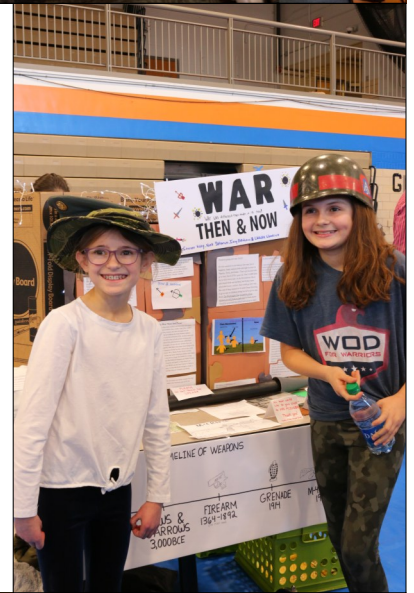


An Invitation to Apply for the Position of Superintendent



Educate. Inspire. Empower.



Clayton, Missouri

The Position

The School District of Clayton, Clayton, Missouri, Board of Education, is seeking a highly qualified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2021**.

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.

- A proven educational leader with experience in a diverse community, dedicated to academic excellence, research-based instructional practices, innovation and the importance of social and emotional well-being.
- A transparent educational leader who builds strong relationships, has excellent communication skills and who utilizes a variety of avenues to engage ALL members of the district and community, through an educational equity, anti-bias and anti-racism lens.
- A leader who values and considers the thoughts and opinions of others, is accessible and visible in the schools and community and always prioritizes decisions based on the best interests of students.
- A person who identifies and recruits stellar educators and leaders, develops them into an effective team by creating an atmosphere of ongoing collaboration, professional development and high expectations while articulating their vision and commitment to the strategic plan.

District Website: <http://www.claytonschools.net>

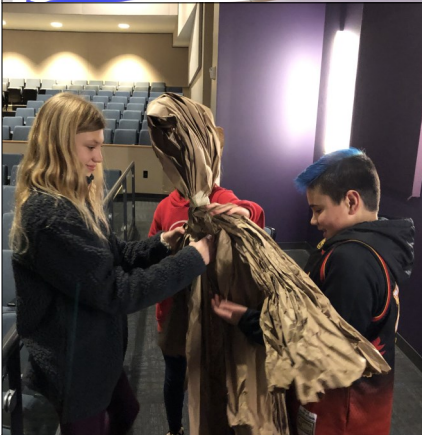
Board of Education

The Board of Education consists of seven members, elected to serve three-year terms. The incumbency of the members ranges from 1 to 6 years.

Name	Occupation	Years Served
Mr. Joe Miller	Sr. VP Wyman Center	5
Ms. Amy Rubin	Managing Partner Law Offices of Amy S. Rubin, LLC	6
Mr. Jason Wilson	Owner of Northwest Coffee Roasting Company	3
Mr. Gary Pierson	Lawyer, Partner at PiersonWells	5
Mr. David Gulick	US Head of Sales for the telecommunications vertical of Red Hat	1
Ms. Kim Hurst	Co-founder Finally!Foods	1
Ms. Stacy Siwak	Former Teacher Rockwood School District	2

Fast Facts

- **Number of students: 2,529**
- **Size of district: 2.5 square miles**
- **Number of administrative staff: 20**
- **Number of certified teachers: 264**
- **Number of classified staff: 201**
- **Number of school buildings:**
 - **One early childhood center**
 - **Three elementary schools**
 - **One middle school**
 - **One high school**
- **Assessed valuation - \$1,309,893,760 (as of Dec. 31, 2019)**
- **2019-2020 Operating Expenditures: \$55,630,963**
- **Accredited by the State of Missouri**



The District

Widely accepted as the area’s “private” public school, the School District of Clayton has a nationally recognized PK-12 college preparatory, academic program. Located just west of the City of St. Louis, the District serves approximately 2,500 students. Clayton maintains a student to teaching-staff-member ratio of about 13:1 at the elementary, middle and high school levels, which includes teachers, counselors and librarians. Individualized instruction is stressed at each grade level. Since 1981, the District has participated in a voluntary desegregation program with the City of St. Louis. Approximately seven percent of the District’s students are enrolled through participation in the desegregation program.

Most classroom teachers have nearly 18 years of experience and 93.5 percent hold a master’s degree or higher. All schools also have at least one counselor and social worker, and basic instruction is augmented by regular instruction in art, music, physical education and technology. The District offers a full range of extracurricular activities and special programs.

Clayton students excel academically and compare favorably in ability and achievement with students from independent schools and select suburban districts nationally. At Clayton High School (CHS), during the 2019-2020 school year, 98.6 percent of CHS seniors graduated, and 93 percent of graduates advanced to two- and four-year colleges. The class of 2020 had a composite mean SAT critical reading and writing score of 652 and math score of 675. The average ACT composite score during the same time period was 26.1.

The Community

The City of Clayton is recognized throughout the metropolitan area for an outstanding quality of life which has become its trademark. Clayton combines a bustling downtown with quiet, secure residential neighborhoods. Just west of the City of St. Louis, Clayton is the hub of metropolitan St. Louis and the seat of St. Louis County. Clayton’s central location and convenient access to several interstates and major arteries place it within minutes of just about anywhere in the region.

This safe suburban community with a sophisticated cityscape provides the best of all worlds. Clayton’s bustling downtown is the region’s premier business district and home to Forbes and Fortune 500 headquarters and branch offices.

Enriching the City’s quality of life is its award-winning public school system. The City’s public school district is one of the nation’s best, with 93% of its high school graduates going on to college. Clayton is also home to several stellar private institutions, including Washington University, Fontbonne University and Concordia Seminary.

Core Values

We model and promote

- **excellence** by challenging our students and ourselves to meet the highest expectations of our community.
- **trust** by building relationships based on integrity, mutual respect and open communication.
- **inclusiveness** by valuing individual differences and the contributions of a diverse student body and staff.
- **innovation** by encouraging ideas and practices that foster adaptability.
- **accountability** by aligning our actions and resources with our stated objectives and taking responsibility for the outcomes.

Mission Statement

We inspire each student to love learning and embrace challenge within a rich and rigorous academic culture.

Vision Statement

We develop leaders who shape the world through independence, creativity and critical thinking.



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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: **December 3, 2020**
- ◆ Board of Education selects finalists to interview: **January 6, 2021**
- ◆ Interviews with the Board of Education: **January 11-14, 2021**
- ◆ Selection of new Superintendent: **January 27, 2021**
- ◆ Start date: **July 1, 2021**

The School District of Clayton 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.