

An Invitation to Apply for the Position of
Superintendent
of Schools

**Maize Unified
School District 266**



Maize, Kansas

The District

The District: Maize USD 266 proudly and caringly serves more than 7,000 students. The district and its surrounding suburban community has grown continuously while maintaining close-knit qualities of a one-room schoolhouse.

The mission of Maize USD 266 is to inspire students to discover their potential through connecting, learning, and leading.

Maize USD 266 Vision: The Maize School District is a student-centered environment where all members of the school-community are empowered to participate and thrive academically, civically, and socially through relevant educational experiences to achieve and fulfill their life's purpose.

Core Values: integrity, innovation, community, responsibility, empathy, and resilience

Responsibility: Beginning in July 2021, the [Maize Special Education Cooperative](#) (Coop) began to serve students in Maize USD 266 and Renwick USD 267. The Coop offers a range of special education services based on an individual's needs, and Coop employees are an important part of the district's OneMa1ze team.

Empathy: Kindness matters to OneMa1ze, and you can find examples district-wide, including PreK-12 implementation of [Capturing Kids' Hearts](#) and the Somebody's Someone program. This nationally recognized program at [Complete High School Maize](#), the district's alternative high school, pairs students with caring adult mentors.

Resilience: As the district continues its third school year affected by COVID-19, employees work to keep students in school safely and with as many student opportunities as possible. Educators, employees, and students have adapted time and again to keep the focus on students' education and individual success.

Quick Facts



Number of Students: 7,638

Number of Employees: 1,545

Number of School Buildings: 14

- Maize Early Childhood Center
- Five elementary schools (K-4): Maize Elementary, Maize South Elementary, Maize Central Elementary, Pray-Woodman Elementary, and Vermillion Elementary
- Two new intermediate schools, opened in August 2021 (5-6): Maize Intermediate and Maize South Intermediate
- Two middle schools (7-8): Maize Middle and Maize South Middle
- Three high schools (9-12): Maize High, Maize South High, and Complete High School Maize (alternative high school)
- Maize Career Academy, serving high school students district-wide (9-12)
- Maize Virtual Preparatory School (K-12)

Award-Winning Teachers

- Three winners of the national Milken Educator Award
- Multiple Kansas Teacher of the Year Finalists
- Multiple winners of the Kansas Horizon Award

Successful Students and Alumni

- 96.1 percent high school graduation rate
- National Merit Semifinalists
- Perfect ACT scores
- State and national champions in athletics, academics, and fine arts
- Internship and shadowing opportunities with community leaders
- Graduates excelling in wide range of careers and industries

Nationally Recognized Schools

- Named Best School District in the Wichita Area by Niche
- Capturing Kids' Hearts National Showcase awards
- 2015 and 2020 National School of Character, Complete High School Maize
- Civic Advocacy Network Award, Maize High School

The Position

The **Maize Unified School District 266, Maize, Kansas**, 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, 2022**.

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 Maize Unified School District seeks a proven leader who is knowledgeable of best approaches to educational practices that support both the academic and overall well-being needs of students and staff and is a visible, approachable, chief champion for fostering pride in Maize USD 266 as a Destination School District where the mantra of “One Maize” is realized for all in a safe, caring, collaborative, welcoming, inclusive and forward-thinking culture that permeates across the entire school community.



- **Communication and Engagement**

A dynamic communicator who is personable, listens, engages (students, staff, parents, school community), collaborates, is accessible and willing to gather feedback from all stakeholders to develop district priorities. An open-minded strong leader who is empathetic to differing viewpoints and able to build common goals honored and valued within the district. Provides consistent communication channels for authentic two-way engagement and cultivates relationships. A leader who is involved in the community and excited to make a long-term investment and commitment to Maize.

- **Courageous Servant Leadership**

A leader of excellence who is innovative, confident and decisive in making the difficult solution-based decisions in the best-interest of students. Provides compelling vision, clear direction while displaying humility, empathy, transparency, high levels of honesty & integrity to unify Maize. Leads by example and willing to roll up sleeves and serve in the trenches.



The Position (continued)

- **Organizational Leadership & Management**

Develops structures that produce processes for high levels of organizational management appropriate for the size and scope of Maize with shared mission and vision. Effectively delegates while maintaining awareness and accountability for achieving success. Takes a team approach to establishing systems and infrastructure to promote shared Board and Superintendent Governance. Develop strategic plans with well-thought-out reporting and meeting protocols conveying ongoing progress and high expectations for self and others.

- **Human Resources-Talent Management**

Builds effective teams to carry out collective objectives. Has experience recruiting and retaining exceptional staff. Possesses influence and insight to identify key leaders at district and campus level. Develop competitive compensation packages to meet and sustain staffing needs. Empowers staff through professional learning and partnership to be on the cutting edge of bold, creative, and unique approaches to learning implementing educational initiatives that promote engagement of all learners. Invigorate uplifting energized culture and climate.



- **Academic Excellence**

Student-centered and prepared to support a diverse student population from varying socioeconomic background with educational priorities aligned with the interests and needs of students, staff, board, and community that are equitable and inclusive. Broad competencies span educational solutions PK-12 with well-articulated curriculum, expertise to support special educational services in district, and extracurricular opportunities. Ability to develop a graduate profile and implementation of programming that ensures students are prepared for college and career with real-world- life ready skills.



- **Finance and Operations**

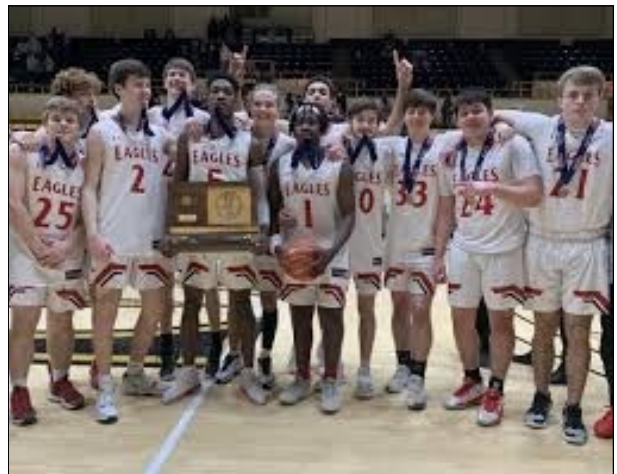
Keen understanding of school finance. Highly skilled in short and long-range planning for strategic budget planning to most effectively secure and allocate resources throughout substantial growth. Experience in facility master planning to address programming and enrollment demands. Ability to lead with plans for crisis management and complex issues while maintaining trust with understanding of best solutions for Maize Unified School District.

The Community

With district boundaries spanning parts of the city of Maize and Northwest Wichita, Maize USD 266 benefits from the support of business leaders, graduates, official district partners, and the Maize Education Foundation.

Excellent schools, rapid commercial development, and easy access to the greater metro area makes Maize a unique place. Most students live in Wichita, Kansas' largest city and home to Wichita State University, WSUTech, Friends University, and Newman University. Students' access to these and other post-secondary education programs provide opportunities for college credit and more while enrolled at Maize.

Wichita boasts museums, theaters, shopping centers, entertainment venues and attractions and businesses that provide a high quality of life and opportunities to Maize USD 266 students. The area has a diverse economy and is known as "The Air Capital of the World" because of its aircraft manufacturing and industry. As with other industries, Maize USD 266 works to connect students with real-world career skills. Students at the Maize Career Academy made news when they built an RV-12 plane thanks to the help of about 40 professional aviation mentors who spent many hours working alongside students. This is just one of many examples of how the OneMa1ze community is stronger and better together.



Board of Education

The Board of Education consists of seven members, elected to serve four-year terms. The incumbency of the members ranges from newly elected to 37 years.

Name	Occupation	Years Served
Dr. Jeff Jarman, President	Professor	6 years
Mr. Bruce Nicholson, Vice President	Farmer	37 years
Mrs. Jessica Pereira	Process Improvement Specialist	Newly Elected
Mr. John Harrison	Business Owner	Newly Elected
Mrs. Heather Killpatrick-O'Connor	Parent	2 years
Mrs. Kerry Fellows	Homemaker	Newly Elected
Mr. Andrew Johnson	Engineering Manager	Newly Appointed



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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: **February 7, 2022**
- ♦ Board of Education selects finalists to interview: **February 22, 2022**
- ♦ Finalist interviews with the Board of Education: **February 28, March 1, 2, 3, 2022**
- ♦ Selection of new Superintendent: **March 7, 2022**
- ♦ Start date: **July 1, 2022**

Maize Community 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.