

*An Invitation to Apply for the Position of  
Superintendent*



**SUMMIT**  
SCHOOL DISTRICT  
*educate • elevate • empower*

Frisco, Colorado

## ***The Position***

**Summit School District** is seeking a highly qualified and experienced leader to serve as the next **Superintendent of Schools**. 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, in association with the Colorado Association of School Boards, 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.

- Has demonstrated effective organizational leadership by listening, supporting, and empowering others to build a systemic culture of learning that strives to serve the whole child.
- Is personable, humble, reflective, and knows how to build consensus toward measurable results.
- Is inclusive, culturally competent, and a champion for equitable systems and opportunities for all staff and students.
- Embraces the academic, cultural, and social diversity of the Summit School District and models that meeting the needs of all staff and students is a top priority.
- Has demonstrated courageous leadership and is willing to face hard conversations in support of public education and the mission of the Summit School District.
- Is a competent fiscal agent who is committed to transparency and is a life-long learner who thrives on continuous improvement.
- Embraces the responsibility of being the face of the school district and is visible in both the schools and community, and accessible to all.
- Is an active listener, writes with clarity, speaks with passion, and embraces the full community of stakeholders.
- Is trustworthy, honest, charismatic, compassionate, and quickly earns the respect of the people they serve.
- Has the experience and demonstrated competence to lead implementation of the district's new 5-year strategic plan.
- Bilingual (Spanish) proficiency preferred.

**Salary:** \$175,000-210,000

## ***Board of Education***

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

<b>Name</b>	<b>Occupation</b>	<b>Years Served</b>
Ms. Kate Hudnut	Consultant	4 years, 2 months
Ms. Consuelo Redhorse	Bookkeeper	2 years, 2 months
Ms. Johanna Kugler	Childcare/Preschool Manager	6 months
Ms. Lisa Webster	US Air Force (Ret.)	4 years, 9 months
Mr. Chris Alleman	Producing Artistic Director	2 years, 2 months
Mr. Chris Guarino	Project Director	2 months
Ms. Gloria Quintero	Youth & Family Services Program Coordinator	2 years, 2 months

## *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](http://summitk12.org)**

- ◆ **Type of district:** K-12
- ◆ **Number of students:** 3,647
- ◆ **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:** \$2,441,567,490
- ◆ **Operating budget:** \$44,682,377



## *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

## Mission Statement

In a safe environment, we will do whatever it takes for the academic and character success of every student to develop as a lifelong learner and responsible citizen. In order to accomplish this, we will engage every student every day in intellectually challenging and meaningful learning to give all students the resources necessary to prepare them to achieve their greatest potential and to meet the expectations of the future.



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## APPLICATION

available at

[www.macnjake.com](http://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: **January 31, 2022 (11:30 p.m. central time)**
- ◆ Board of Education selects finalists to interview: **Mid-February 2022**
- ◆ Interviews with the Board of Education: **Late February-March 2022**
- ◆ Selection of new Superintendent: **March 2022**
- ◆ Start date: **July 1, 2022**

*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.*