

*An Invitation to Apply for the Position of  
Superintendent*



Windsor, Colorado

# The Position

The **Windsor/Severance Weld RE 4 School District, Windsor, Colorado**, Board of Education, is seeking a highly qualified and fully licensed **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, 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 has identified the following desired characteristics:

- Possesses excellent Leadership skills
- Excellent communications skills with community and staff
- A leader who understands growth and the complexities it brings to a community
- Knowledgeable of Bond and Mill levies
- Someone who is very transparent in their leadership
- A person who would be highly recommended by their staff
- A leader who has a vision or who can develop one with a clear mission that can move the district forward
- Highly skilled in working with staff and who can build strong positive relationships
- Committed to the success of the school district
- Has proven performance to be an effective leader, a leader who is strong being a conservative fiscal manager and understands budgeting and allocation of resources.
- An instructional leader
- Someone who is familiar with the area and who is also open to learning about the area
- A leader who can build trust and rapport with the community and with the staff
- Experience as a superintendent is preferred
- Out of box thinker who is innovative and creative
- Someone who will bring new ideas to the district to move forward
- An educator who is a student-centered and is an instructional leader, understands and values teaching/ learning, a consensus builder capable of creating an environment which promotes success for all students, staff, and the community.
- Knowledgeable and understand the importance of CTE
- A Leader who empowers people to be their best
- A leader who can manage conflict
- Collaborative decision maker who involves people in the decision making , but when necessary make a decision
- Will hold people accountable and will hold themselves accountable

**Salary:** \$195,000- \$225,000 based upon experience, with a negotiated benefit package



## Board of Education

The Board of Education consists of five members, elected to serve four-year terms. The incumbency of the members ranges from less than one month to six years.

Name	Occupation	Years Served
Mr. Russ Smart	Self Employed/Smart Management	3 years
Mr. Patrick Miller	Controller/Hach	Less than 6 months
Mr. Lance Nichols	Farmer/Rancher/Auctioneer	1 year
Regan Price	Owner/Wild Woman Woodworks	7 years
Mr. Aaron Smith	Information/Technology	Less than one year

# The Community

Weld RE-4 School District is a fast-growing district that is celebrated for its outstanding schools and friendly, hometown feel! Weld RE-4 School District is nestled along the Front Range of Northern Colorado, offering stunning Rocky Mountain views and easy access to the Denver International Airport. Our community has been named in multiple publications as the best place in Colorado to live and raise a family. Enjoying 300 days of sunshine a year, residents are drawn to the area for skiing, biking, hiking, camping, fishing, and other outdoor activities. We also benefit from great shopping centers, restaurants, and other amenities; outstanding neighborhoods; a robust high-tech industry; and nearby universities, which makes our area a center for cultural opportunities, scientific research, fresh ideas, and new businesses.

# The District

Our thriving school district serves more than 8,000 students in nine traditional schools and three charter schools in the towns of Windsor, Severance, and West Greeley. We are quickly becoming known as the premier district in northern Colorado due to our innovative approaches, high standards, and wide range of program options. Experiences in the Weld RE-4 School District are designed to inspire students and employees alike. Our personalized approach to teaching, learning, and working empowers all to advance their skills.

We believe that investing in the people who inspire, coach, and mentor our learners will provide rewards for students, educators, and the community. Our forward-thinking leaders are essential to establishing and maintaining the conditions for success and innovation. Our approach creates a learning community filled with encouragement, high expectations, and pride.

# Financial Highlights

The Weld RE-4 School District's general revenues account for approximately \$87.9 million or 88.0 percent of all revenue for the district as a whole. Program-specific revenue in the form of charges for services, operating grants and contributions, and capital contributions accounted for \$12.0 million or 12.0 percent of the total revenue of \$99 million.

The district had \$61.6 million in expenses related to governmental activities; only \$12.0 million of these expenses were offset by program-specific charges for services, operating grants and contributions, and capital grants and contributions. General revenue, primarily state equalization payments, and property taxes provided the remaining funding.

The district's total net position increased \$38.3 million during fiscal year 2021. The district has a negative unrestricted net position of \$80.3 million due to the recording of the net pension liability of \$96.1 million and related other post-employment benefit liability of \$3.5 million.

# Fast Facts

- Type of district: K-12
- Square miles of district: 103
- Number of administrative/professional/technical staff: 45
- Number of certified teachers: 470
- Number of classified staff: 300
- Number of school buildings: 5 elementary schools; 2 middle schools; 2 high schools; 3 charter schools
- Assessed valuation: \$1,180,919,506
- Operating budget: \$154,526,360



# Inspiring Innovation, Empowering Success

District Website: <https://weldre4.org>



Colorado Association  
of School Boards

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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: **February 17, 2022**
- ◆ Board of Education selects finalists to interview: **March 8, 2022**
- ◆ Interviews with the Board of Education: **March 23-27, 2022**
- ◆ Selection of new Superintendent: **March 29, 2022**
- ◆ Start date: **July 1, 2022**

*Weld RE-4 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.*