

*An Invitation to Apply for the Position of  
Superintendent*

**Greene County  
Community School  
District**



Jefferson, Iowa

## The Position

The **Greene County School District, Jefferson, Iowa**, 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 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.

- **Effective Leader**  
The district seeks a leader with demonstrated skills in personnel management, open honest communication, the ability to delegate, and to hold people accountable. She/he will set high expectations for self and others throughout the district while nurturing a caring, supportive culture.
- **Financial Knowledge**  
The successful candidate will have extensive knowledge and experience with Iowa school finance and school budgeting. He/she will also pursue alternative funding sources.
- **Passionate Educational Leader**  
We are looking for a passionate, dedicated educational leader who has an extensive background in teaching and learning, with documented success in student achievement. Experience with a Career Academy is desirable.
- **Community Involvement**  
The new superintendent will work with community leaders as families are recruited to address a worker shortage. This will require strong working relationships and experience with diversity, public relations, and advocacy for the school district.

## The Community

The Greene County School District is located in Jefferson and Greene County which are located forty-five minutes west of Ames on Highway 30, sixty minutes northwest of Des Moines, thirty minutes east of Carroll on Highway 20, and forty minutes southwest of Fort Dodge. Population of the towns comprising the Greene County School District are Jefferson (4,127), Grand Junction (763), Scranton (558), Rippey (233), and Dana (29).

Major employers in the area include the Greene County Medical Center and several manufacturing companies with an emphasis on welding. These companies include Scranton Manufacturing (garbage trucks), American Athletic Inc. (basketball backstops and gymnastics equipment), Powerlift (weight equipment), John Deere Paton (planters), and Bauer Built (custom manufacturing).

There are three golf courses located in Greene County along with swimming pools in Jefferson and Grand Junction. The Greene County Community Center is located in Jefferson and houses a gymnasium, elevated walking track, batting cage, and weight/exercise equipment. The Racoon River Bike Trail originates in Jefferson and extends to Waukee.



# The District

The Greene County School District located in Jefferson, Iowa educates approximately 1,200 students in three buildings (PK-4, 5-8, 9-12). The District as a whole is comprised of 381 square miles and includes the towns of Jefferson, Scranton, Rippey, Dana, and Grand Junction.

The District taxable valuation is \$680,627,921 and the FY22 budget was \$27,712,910. The District has a sharing agreement with Paton-Churdan which enables high school students to take classes at Greene County and participate in several shared sports. Each building is served by a dedicated building Principal, TLC Instructional Coach, and Teacher Leaders serving the areas of technology, mentoring, and multi-tiered systems of support (MTSS). The District also has a full time Activities Director, Instructional Math Coach, Instructional Reading Specialist, ELL Instructor, Talented and Gifted Instructor, Technology Director, and a Mental Health Counselor. The District employs 110 certified staff members and approximately 90 classified staff.



A new high school building also houses a Career Academy operated in conjunction with Iowa Central Community College. Opportunities at the Career Academy include Agricultural Technology, Computer Programming, Welding (Registered Apprenticeship), Certified Nursing Assistant, Culinary/Hospitality, and Construction. Des Moines Area Community College campuses are located in Carroll and Boone both a thirty minute drive. Iowa State University is located in Ames which is a forty-five minute drive. Several student teachers from Iowa colleges/ universities are hosted each year.

The Greene County School District is a member of the Heart of Iowa Athletic Conference. Students participate in football, volleyball, cross country, cheerleading, basketball, wrestling (shared), track and field, softball (shared), baseball (shared), golf (shared), and Esports. The District also provides opportunities for students in the area of vocal and instrumental music, school plays and musical, and individual and group speech. A 1200 seat gymnasium and 700 seat auditorium were included with the construction of the new high school in 2020.

## Board of Education

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

Name	Occupation	Years Served
Mr. Steve Fisher	Retired Farmer	6 years
Mr. John McConnell	Contractor—Construction	7 years
Mrs. Bonnie Silbaugh	Floral Shop Owner	1st year
Ms. Michelle Fields	County IT Director & Drainage Clerk	1st year
Mrs. Cindi Daubendiek	Stay-at-Home Mom, Registered Nurse	1st year

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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: **March 2, 2022**
- ◆ Board of Education selects finalists to interview: **March 23, 2022**
- ◆ Possible Semi-finalist interviews with the Board of Education: **March 26, 2022**
- ◆ Finalist interviews with the Board of Education: **Week of April 4, 2022**
- ◆ Selection of new Superintendent: **Week of April 4, 2022**
- ◆ Start date: **July 1, 2022**

*Greene County 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.*