

An Invitation to Apply for the Position of
Superintendent

**Indianola Community
School District**



Indianola, Iowa

The Position

The Indianola Community School District, Indianola, 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

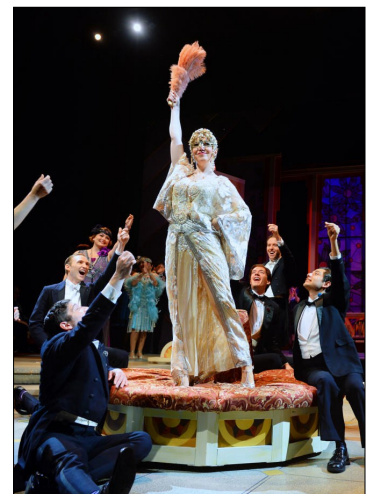
The candidate must have the background, skills, and abilities essential for excellence in Educational leadership. The Board recognizes that selecting a Superintendent is one of the most important decisions it will make.

- **Leader of Leaders** - The district seeks a proactive, experienced educational leader of leaders who is passionate about setting high expectations for self and others. This visionary leader must be fiscally responsible, a strong decision maker, a creative problem solver, knowledgeable of current issues and barriers to learning, with a demonstrated ability to delegate duties and mentor others.
- **Communication** - The superintendent must possess outstanding communication skills, including active listening, clear and concise written communication, and the ability to successfully navigate difficult situations. He/she must have proven experience in delivering presentations to multiple stakeholder groups.
- **Engaged and Visible** - The successful candidate will be expected to be highly engaged and involved throughout the school district and community. He/she will need to demonstrate commitment to the district and community by building strong working relationships and immersing self into leadership roles.
- **Character** - The successful candidate must be a person of unquestioned integrity, moral and ethical character. He/she must be honest, trustworthy, and humble, as well as firm, fair, and consistent with all constituents.

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 two years.

Name	Occupation	Years Served
Mr. Rob Keller	Financial Representative	2 years
Mrs. Donna Kreamer	Retired Elementary Teacher	2 years
Mr. Ben Metzger	Law Enforcement	2 years
Mr. Tim Mills	Surface Maintenance Manager	Newly Elected
Mr. Mack Rankin	Wealth Management	Newly Elected
Dr. Ryan Werling	Medical Doctor	Newly Elected
Mrs. Sue Wilson	Nonprofit Executive Director	2 years



The Community

Indianola is twelve miles from the south side of Des Moines and half an hour from anywhere in the metro. City population is just over 16,000 with a small-town feel and recently updated city square. The largest employers are Indianola CSD and Simpson College, but local industry is doing well with Cementech, The Missouri Valley Linemen's School, Downing Construction, and many other small businesses, restaurants, and retailers. A variety of specialty clinics, primary care providers, and urgent care serve community health needs.

Many recreational opportunities exist, with two local golf courses, a newer YMCA, local gyms, a great trails system, and local parks. Many youth sports tournaments utilize school district and city facilities.

The Warren County Fair and National Balloon Classic are big draws in late July and early August. The Chamber of Commerce typically hosts several Friday night summer concerts in Memorial Park, and Bike Night on the square has also been a past event. The Des Moines Opera is in town on the Simpson campus, and high school and college athletics and fine arts events are very entertaining.



District Facts

- Number of students: 3500
- Square miles of district: 159
- Number of administrative staff: 21
- Number of certified teachers: 260
- Number of classified staff: 260
- Number of school buildings: 4 Elementary, 1 Middle School, 1 High School
- Operating Budget General Fund: \$40 million
- District Graduation Rates:
 - 2020 class 4-year cohort graduation rate: 92.55
 - 2019 class 5-year cohort graduation rate: 98.21
- Irving Elementary School is one of 3 schools in Iowa on a year-round innovative calendar.
- Whittier Elementary School was a Blue Ribbon School in 2017.

The District

We are a community of learners that serves approximately 3,500 students PK-12 in four elementary school settings, a grades 6-8 middle school, and a grades 9-12 high school. Indianola CSD is a progressive 4A district in a small town setting. The district vision, "Proud Traditions . . . Unlimited Possibilities" captures the dichotomy of traditional small town values and continuous improvement very well. The district mission, "Indianola CSD is committed to excellence and achieving a lifetime of success" articulates our high expectations as we work to ensure that our graduates are productive citizens who are positioned for future success.

The district has special programs for gifted and talented, English language learners, and individuals eligible for specially designed instruction. Indianola High School has a partnership with DMACC Career Academy as well as a school to work program and other business and industry connections. A wide variety of AP and college credit courses are available. The district has also developed its own Online Learning Program for the high school. Simpson College is available for Post Secondary Enrollment Option courses.

We are extremely proud of Indianola CSD students, high district achievement levels, talented and dedicated staff, tremendous facilities, and strong community support. Please take the time to visit building pages on our website to learn more about our different attendance centers and department pages to familiarize yourself with district procedures and goals.

District Website: www.indianola.k12.ia.us



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APPLICATION

available at

www.macnjake.com



An application for superintendent should include:

- ◆ A letter detailing 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 10, 2022**
- ◆ Board of Education selects finalists to interview: **March 1, 2022**
- ◆ Semi-finalist interviews with the Board of Education: **March 5, 2022**
- ◆ Finalist interviews with the Board of Education: **Week of March 8, 2022**
- ◆ Selection of new Superintendent: **Week of March 8, 2022**
- ◆ Start date: **July 1, 2022**

Indianola 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.