

An Invitation to Apply for the Position of
Superintendent



SMACKOVER-NORPHLET
SCHOOL DISTRICT

Home of the Battlin' Buckaroos



Smackover, Arkansas

The Position

The **Smackover-Norphlet School District, Smackover, Arkansas** , Board of Education, is seeking a highly qualified **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.

The Smackover-Norphlet School District Board of Education is seeking a superintendent:

- Who has strong communication skills, approachable, a good listener, and has a good understanding of Superintendent-School Board dynamics.
- Who has experience in budgeting, understands Arkansas school finance, school facilities, and is fiscally responsible.
- Who displays compassion, is trustworthy, open minded, a person of integrity, respected as a leader-not as a friend, not a yes person, and most importantly “really likes kids”.
- Who has proven themselves as educational leader, innovative, willing to take risk, forward thinking, and reflective as they make decisions on behalf of the District.
- Who has strong organizational skills, understands the balance between the curricular and extra-curricular, is highly visible in the schools, is hands on, willing to work, and integrates into the community.

Smackover

In Smackover today, the oil boom lives on in its original architecture, down home working values and its innovative and creative people. Although the shadows of a mineral boom still linger, Smackover has been transformed into a modern city of substance. The first post office was established in 1890 and the town was incorporated September 30, 1922. Today there are 865 citizens in the city of Smackover. The town has run the gambit from trading post to lumber and now oil. Smackover is a family-oriented town that still believes in community and family values.

Norphlet

The city of Norphlet rose to prominence due to the oil industry. More recently, however, it has become a bedroom community to El Dorado, the county seat.

Norphlet was incorporated as a town in 1932 and established a school that by 1926 was rated as one of the best in Arkansas. The oil industry continues to provide most of the jobs in the city. Consolidation caused some of the smaller rural schools in Union County to be closed but brought more students into Norphlet. The city supports a few small businesses, stores and churches.

The District

The Smackover-Norphlet School District is located within two different communities. The Norphlet campus has Preschool (6 Weeks Old to Pre-Kindergarten age) and the Norphlet Middle School (grades 5-8). The Smackover campus has Smackover Elementary (grades K-4) and Smackover High School (grades 9-12). On May 8, 2014, the Arkansas Board of Education (ABE) approved the merger of the Norphlet School District into the Smackover School District, effective July 1, 2014, to form the Smackover-Norphlet School District (SNSD).

A significant number of graduating seniors at Smackover High School graduate with college credit or an associate's degree thanks to various dual credit opportunities offered through Smackover-Norphlet School District. These credits can be applied to two- or four-year colleges upon graduation from SHS. Currently, 53.3 percent of Smackover High School seniors are earning college credit through the dual credit program.

The Smackover-Norphlet Athletic Program is an integral part of the total school experience for both boys and girls. We offer a variety of sports and activities to all students who have the skills and desire to participate. Our vision is to contribute to the development of the student-athlete; encourage and promote academic success, teach self-discipline and commitment, develop and teach ethical values, and develop a proper mental attitude. SNSD offers the following sports at Norphlet Middle School: Football, Basketball, Cheerleading, Cross Country, Track and Volleyball; and at Smackover High School: Football, Basketball, Baseball, Cross country, Track and Field, Softball, Golf, Tennis and Volleyball.

Our Fine Arts Programs incorporate the study of music and visual arts to offer unique experiences and to empower our students to explore realities, relationships and ideas. These disciplines engage and motivate students through active learning, cognitive functioning and innovative problem solving. Creativity, encouraged through the study of the fine arts, is essential to nurture the whole child. SNSD's Fine Arts programs have a long history of success and have brought a tremendous amount of pride over the years to Smackover, including our award-winning Buckaroo Band and Choir programs.

Our Mission & Vision

The mission of the Smackover-Norphlet School District is to provide students with educational opportunities and experiences in order to help them reach their full potential. The Smackover-Norphlet School District is committed to providing our students with opportunities to grow, prepare for college or career, and become active citizens within our community while keeping our small-school family atmosphere.

Quick Facts

- **Enrollment:** 1,200
- **Operating Budget:** \$10 Million
- **Building:** \$3 Million
- **Number of Employees:** 172
- **Accreditation:** Fully Accredited
- **Type of District:** PreK-12th Grade
- **Student-Teacher Ratio:** 11:1
- **Average Class Size:** 15
- **English Learners:** 1%
- **Low Income:** 59%

District Website: www.smackover.net

Core Beliefs

- SNSD will create a safe learning environment that supports academic, social, and emotional growth.
- SNSD will offer career and technical education coursework, including a K-12 STEM program to prepare our students for jobs available in our local, state and national economy.
- SNSD will develop partnerships with local colleges and community partners to increase student opportunities.
- SNSD will strive to be a district of excellence that competes at the state and national levels in all academic and extracurricular activities.



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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 28, 2022**
- ◆ Board of Education selects finalists to interview: **March 14, 2022**
- ◆ Interviews with the Board of Education: **March 28-30, 2022**
- ◆ Selection of new Superintendent: **April 4, 2022**
- ◆ Start date: **July 1, 2022**

Smackover-Norphlet 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.