

An Invitation to Apply for the Position of  
**Superintendent**  
of  
**Cotopaxi Consolidated  
Schools**



Cotopaxi, Colorado

## THE POSITION:

The **Cotopaxi Consolidated Schools, Cotopaxi, Colorado**, School Board, is seeking a highly qualified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2024.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in association with the **Colorado Association of School Boards** and the **Colorado Association of School Executives**, 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.

**Location:** Cotopaxi lies on both sides of the Arkansas River, 33 miles (53 km) west of Cañon City, the county seat, and 25 miles (40 km) southeast of Salida. It is about 150 miles south of Denver.

### The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership.

- **Passionate:** A person who is focused on student achievement while meeting the needs of all students. A person who understands and has high regard for small rural agricultural communities. One who has the ability to create a common vision, establish goals and follow through with results. Able to inspire others.
- **Leader:** A leader with a history of consistently demonstrating honesty, integrity, ethical treatment of others. A person who has an open and collaborative management style. A person with the ability to develop a shared vision for the future of the district with the strength and conviction to follow through and make tough decisions.
- **Communicator:** A leader with strong communication skills who listens to both the school and greater community. A person who speaks and writes with clarity and is able to communicate tough and difficult issues in a positive manner. A person who is comfortable with radio and newspapers as well as social media.
- **Manager:** A leader with successful fiscal management skills including school finance, budgeting and equitable allocation of funds and creativity in seeking additional forms of revenue. A person who knows how to manage a system focused on improvement. One who has the ability to work effectively with the school board.

### Salary Range and Benefits:

\$100,000 to \$120,000 depending on qualifications and experience. Full family medical will be provided.

Depending on the housing situation, additional salary may be negotiated.



## THE DISTRICT:

Nestled in the heart of the state's south central region, Cotopaxi School District encompasses a sprawling 511 square miles of varied and picturesque landscapes. Our district is distinguished by its comprehensive educational journey, seamlessly offering pre-school through 12th grade within a close-knit community setting.

With a team of three administrators, 20 certified staff members, and 23 classified staff, we ensure personalized attention for each of our 165 students. Our campus includes an integrated elementary and middle school complex, a high school with specialized facilities, a cafeteria, a bus barn, and a preschool building. Cotopaxi has its own football and baseball fields, and boasts a long heritage of community support for athletics.

Cotopaxi Schools is a proud participant in the Fremont Multidistrict Initiative (FMI), collaborating with Florence and Canon City high schools to expand educational pathways in diverse fields. We offer trade certificates within industrial arts and facilitate concurrent courses through Pueblo Community College, empowering students with practical skills and advanced learning opportunities. Our PalCE program (Professional and Internship Community Experience) bridges school and career, providing invaluable internships and professional experiences.

Athletically, we compete under the Colorado High School Activities Association (CHSSA), and compete in football, volleyball, track, and baseball at the 1A level, and basketball at the 2A level. Our cultural programs feature middle and high school bands, guitar classes, and unique offerings in German, automotive, and welding courses.

In Cotopaxi, small class sizes translate to individualized student support and enriched engagement, creating the groundwork for emotional and educational advocacy that rivals larger districts.

## THE COMMUNITY:

Cotopaxi is situated between Salida and Canon City in the scenic Bighorn Sheep Canyon. The town radiates rural charm with its general store and cafe, a Post Office, a church, and a museum that celebrates our rich local history. Serving around 3,000 residents, the district also encompasses the communities of Howard, Coaldale and Texas Creek.

In the Cotopaxi area, life is balanced between the tranquility of a rural community and the accessibility of urban amenities. Salida (25 miles) and Canon City (35 miles), our neighboring towns, are not just scenic backdrops but hubs of convenience. Both towns boast multiple well-stocked grocery chains, catering to daily shopping needs. For those occasions when you seek more extensive retail therapy, larger cities on the Front Range are just an hour and half drive away, offering a broader array of shopping experiences. Pueblo (72 miles) and Colorado Springs (79 miles), with their airports, are just a day trip away, while Denver International Airport (163 miles) connects us to the wider world.

The majority of our residents find their professional callings in the neighboring towns, with the robust prison system in Canon City standing out as a significant employer. Salida's Heart of the Rockies Regional Medical Center and St. Thomas More Hospital in Canon City are both within reasonable distance, ensuring that medical care is always accessible.



Our area is an adventurer's paradise, offering hiking, biking, rafting, hunting, and more. Just an hour away, the Monarch Ski Area beckons with its pristine slopes, perfect for both beginners and seasoned skiers. Meanwhile, Canon City, renowned for its rich geological landscapes, offers a unique opportunity to explore the world of dinosaur fossils and the Royal Gorge Bridge and Park.

Salida, with its vibrant cultural scene, hosts the famous FIBark rafting festival and the enchanting annual Christmas parade that lights up Christmas Mountain. These events bring together the community and visitors in a celebration of local traditions and natural beauty. These communities thrive with local farmers' markets in the summer and craft fairs in the winter, showcasing the talents and produce of our local artisans, farmers and ranchers.

Further enhancing our community's educational landscape, we're in close proximity to esteemed institutions like Pueblo Community College, Colorado Mountain College, Colorado State University Pueblo, and the University of Colorado-Colorado Springs .

Moreover, the climate in Cotopaxi is an ideal blend of mild winters and summers that are warm but not overly hot, making it comfortable to enjoy outdoor activities year-round. Most days are graced with sunshine, painting our days with beauty and warmth.

Living in Cotopaxi means enjoying the best of both worlds: the serenity of a close-knit rural community and the convenience of nearby urban centers, all set against the breathtaking backdrop of Colorado's natural beauty.

## OUR MISSION:

Cotopaxi is committed to providing a positive, safe environment that supports academics to drive students to achieve their goals. Students, staff, and community will work together to create high quality academics with athletic, musical, artistic, and extracurricular programs that encourage and inspire high achievement for success beyond graduation.



# MCPHERSON JACOBSON, LLC

11725 Arbor Street, Suite 220  
Omaha, Nebraska 68144  
Phone: (888) 375-4814 Fax: (402) 991-7168  
E-mail: [mail@macnjake.com](mailto:mail@macnjake.com)

## 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 Timeline***

- ◆ Closing date for applications: **February 1, 2024**
- ◆ School Board selects finalists to interview: **February 20, 2024**
- ◆ Interviews with the School Board: **March 9, 2024**
- ◆ Selection of new Superintendent: **March 11, 2024**
- ◆ Start date: **July 1, 2024**

*The Cotopaxi Consolidated Schools 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.*