

An Invitation to Apply for the Position of
Superintendent



**Norwood School
District**



Norwood, Colorado

The Position

The **Norwood Public Schools Board of Education** is seeking a highly qualified, fully certified, educational leader to serve as **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 collaboration 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:

- **Leadership:** A collaborative leader who works to keep the momentum of the district going with a strategic focus. A team player who seeks to understand the current workings of the district and will work with staff strengths. A leader with site leadership experience. A humble, competent, confident leader who always seeks to understand the people they serve. A leader who sets and models high expectations for themselves as well as promotes and sets high expectations for staff and students. A leader who loves the rural community and is willing to live in the community for the long term.
- **Educator:** An inspirational leader with classroom experience and prior principal experience. An instructional leader who has an appetite to learn and has a love for children. A leader who will listen to the staff while shaping a curriculum focus. An educator who works toward meeting the needs of all students.
- **Communication:** A leader who listens to everyone impacted by a decision before deciding. A person who is willing to be the "Face" of the district. A person who wants to be present in the Norwood community. A person who writes, speaks, and reads on a professional level. A person who values the presence of others.
- **Innovator:** A person who thinks outside of the box. A leader who loves research and will keep what is working and build a system of improvement throughout the district. A leader who treasures diversity as a base for learning.

The Community

Nestled atop Wright's Mesa at 7,000 feet, Norwood has spectacular vistas of high alpine and wild desert country. Far horizons are ringed by the La Sal Mountains in the west, the Uncompahgre Plateau to the north, the San Juan Mountains in the east, and to the south is Norwood's own jewel, Lone Cone Peak. Rugged desert canyons etch the landscape between.

Recreational opportunities are abundant in our area including hunting, fly fishing, hiking, camping, biking, and horseback riding. Norwood is also the first International Dark-Sky Association "Dark Sky Community" on the Western Slope of Colorado and the second Dark Sky Community in Colorado. Norwood is now part of 22 International Dark Sky Communities around the world, 15 of which are in the U.S., with others being in Canada, Denmark, Germany, Scotland, and the U.K.

The District

Norwood Public Schools is a small, rural district with 193 students located in a small ranching community 30 miles west of Telluride, Colorado. We serve the western San Miguel and southeastern Montrose Counties. Norwood School District exceeds expectations in the areas of graduation rate with a rate of 100 percent using a four-year graduation rate.

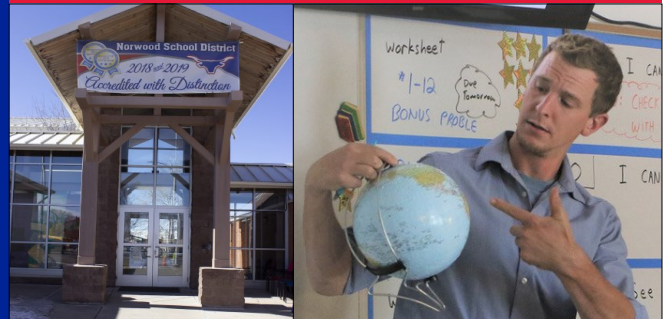
In addition to our challenging curriculum, our schools offer comprehensive art, physical education, and distance learning courses, both secondary and college level.

In 2018, 2019, and 2023 Norwood Public Schools was awarded the "Accreditation with Distinction" rating by the Colorado State Accountability Report. This is the highest rating from the Colorado Department of Education.

We have a four-day school week, FFA Program, Primetime Preschool Facility, Positive Behavior Intervention and Supports/Multi-Tiered Systems of Support, and House System.

District Vision

- Provide a quality education for all students;
- Provide a safe, cooperative learning environment;
- Nurture respectful, confident individuals;
- Promote responsible citizens;
- Engage students in authentic learning;
- Promote independent thinking for students to
 - become lifelong learners;
 - Prepare students to enter the workforce.



**Learn More About
the District:**
www.norwoodkl2.org

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 1 year to 5 years.

Name	Occupation	Years Served
Mrs. Nichol Bray	Registered Dental Hygienist	5 years
Mrs. Jackie Hardman	Bookkeeper	Less than 1 year
Mr. Randy Harris	Public Works Director T.O.N.	3 years
Mr. Morgan Rummel	Professional Structural Engineer	Less than 1 year
Dr. James Evans	Veterinarian	Newly Elected

Mission Statement

The mission of the Norwood Public Schools is to foster success in all by educating students in a safe and respectful environment.



Colorado Association
of School Boards



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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: **March 18, 2024 (11:30 p.m. central time)**
- ◆ Board of Education Selects Finalists: **April 3, 2024**
- ◆ Candidate Interviews: **April 12, 2024**
- ◆ Selection of New Superintendent: **April 13, 2024**
- ◆ Start Date: **July 1, 2024**

Norwood 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.