

*An Invitation To Apply For the Position Of*

# **Superintendent**

## **Tri County Public Schools**

DeWitt, Nebraska



Small school PRIDE cultivating BIG opportunities

# The Position

The Board of Education of the Tri County Public Schools, DeWitt, Nebraska is seeking a highly qualified and fully certified Superintendent. The Tri County Public Schools is accredited by the state of Nebraska and the North Central Association. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2025.

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 the Superintendent is the most important decision it will make. The Board has identified the following desired characteristics:

- A community-minded servant leader that is visible and active at school and community events and embraces and is committed to our rural culture
- An instructional leader that is organized and able to help lead academic success across our PreK-12th grade curriculum and programming
- A strategic leader that is strong with budget/finance and able to develop and communicate initiatives involving tax levies, school construction/bond projects, and staff retention/recruitment priorities
- An open-minded, inclusive and collaborative leader who has strong communication skills and can develop and maintain positive relationships with staff, students, and stakeholders
- A dependable and hard-working leader that understands school systems and believes in being a good listener and lifelong learner

# The Community

Tri County School District is located in southeast Nebraska. It is comprised of the communities of DeWitt, Plymouth, Swanton and rural areas. The economic basis of the district is mainly agriculture, with some industry. The 232 square miles that make up the Tri County school district are rich in history, agriculture and recreation. Located in nearly equal proportions in Gage, Jefferson and Saline counties, the area offers a variety of employment opportunities and a rural lifestyle second to none.

The Homestead National Monument is located on one of the country's very first homesteads, that of Daniel Freeman. The Homestead commemorates the lives of all pioneers and the important changes brought about by the Homestead Act. Visitors can enjoy a 2.5 mile self-guided trail that winds through the 100 acres of restored tall grass prairie, visitor center, exhibits and an original homesteader cabin.

Jefferson county is a haven for historians searching out the Oregon Trail and the Pony Express as well as pioneer history. Cub Creek Recreation Area is located near Plymouth and features boating, camping, hunting and fishing.

Opportunities abound for hunting pheasant, quail, deer and turkey in the area as well as fishing in the numerous State lakes and NRD ponds.

The communities of DeWitt, Plymouth and Swanton offer all of the amenities you would expect to find including public libraries, community centers, a swimming pool, ball fields including a state of the art Legion baseball field, summer baseball/softball leagues, sand volleyball courts, parks, a museum and many churches. The communities have a strong commitment to the Tri County School District and offer many ways for students to be involved in community betterment activities and celebrations.

Excellent healthcare is available with hospitals located in Beatrice, Fairbury and Crete, and medical offices in Wilber as well.

# The District

The Tri County School District was formed when the towns of DeWitt, Plymouth, Swanton and rural districts consolidated to form a district of 232 square miles of Jefferson, Gage, and Saline Counties. The district enrollment is 400 students. The staff includes 3 administrative positions, 42 certified teachers and 40 classified staff members.



Tri County Schools have both a rich academic tradition, and a rich activity programs tradition, that span from the formation of the district until present day. In 1984 the

Excellence In Education Award was granted to the Jr.-Sr. High by the U.S. Department of Education (the only Class C school in the state to be so recognized). The K-6 Elementary School received a Certificate of Recognition from the Nebraska Department of Education recognizing them as one of five finalists in the State, during 1985-86, in the National Elementary School Recognition Program.

Presently, Tri County Schools continue to enjoy a reputation of strong college preparatory and vocational programs. There is a emphasis on agriculture and CTE programs. Tri County has a dual credit program with SCC; numerous students graduate with a welding certificate, and the successful ag program with state degrees. Dual credit programs are also available for math and CTE.

The district enjoys high ACT test scores with a high percentage of students participating in the ACT test. Graduates possess a strong work ethic as judged by success in post-secondary institutions, graduate follow-up studies, and the feedback from a large number of employers in the district and surrounding areas.

Similar academic goals and achievement in both college preparatory and vocational offerings exist to present day. The highly successful activities program offerings include: band and vocal music (the instrumental music program has earned several NAMM awards), play productions, football, volleyball, wrestling, basketball, golf, track, FFA, FBLA, National Honor Society, Student Council, Letter Club, and Thespians. The instructional staff, administration, and support staff enjoy a reputation for excellence in their respective fields. Both the instructional staff and the administrative staff have a low attrition history.

The original secondary building opened in 1965, in 1995 classrooms and media center were added to the building. New HVAC for the entire building was completed in 2024. The elementary was added in 1985, closing the community elementary schools. A new bus barn was completed in 2020. The current facility plan in place is to improve the campus to keep it up to date.

The general fund for 24-25 will be \$8,742,999 and the district valuation is \$1,061,219,964.

***Tri County Public Schools takes PRIDE in growing a community of high-character citizens (individuals) equipped to lead and serve.***

## Board of Education

The Board of Education consists of six members who are elected to serve a 4-year term. The incumbency of the Board members range from eight to ten years.

| <b>Name</b>                     | <b>Occupation</b>             | <b>Years Served</b> |
|---------------------------------|-------------------------------|---------------------|
| Brian Quackenbush, President    | Farming                       | 10                  |
| Brian Scherling, Vice President | Ag Cooperative Representative | 6                   |
| Annette Weise, Secretary        | C&I of ESU 5 staff            | 8                   |
| Tom Koch, Member                | Farming                       | 8                   |
| Derrick Damrow, Member          | Hog Production Manager        | 10                  |
| Dustin Gronemeyer, Member       | Farming                       | 8                   |



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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: **December 3, 2024 (11:30p.m. central time)**
- ◆ School Board selects finalists to interview: **December 18, 2024**
- ◆ Interviews with the School Board: **January 7-8, 2025**
- ◆ Selection of new Superintendent: **January 13, 2025**
- ◆ Start date: **July 1, 2025**

*Tri County Public Schools, DeWitt, Nebraska, is an Equal Opportunity Employer. The district does not discriminate based on race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.*