



**AN INVITATION TO APPLY  
FOR THE POSITION OF  
SUPERINTENDENT**

**MILLIKEN, COLORADO**

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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).

APPLICATION available at [www.macnjake.com](http://www.macnjake.com)

Consultant Dr. Randy Zila: [r\\_zila@macnjake.com](mailto:r_zila@macnjake.com) or 970-679-1876

## ABOUT THE PROCESS

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.

## TIMELINE



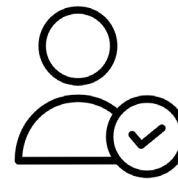
January 26, 2023  
Application Deadline



February 15, 2023  
Board Meeting  
Select Stakeholder Leaders,  
Review Candidates, Select  
Finalists, Review Interview  
Questions, Finalize Candidate  
Interview Schedule



March 7-12, 2023  
Candidate Interviews



March 15, 2023  
Select Superintendent



July 1, 2023  
Superintendent  
Start Date

The Weld County School District RE-5J does not discriminate on the basis of disability, race, creed, color, religion, sex, sexual orientation, national origin, ancestry, genetic information, conditions related to pregnancy or childbirth, age, or other protected class in its programs and activities, including employment, and the Title IX Coordinator has been designated to handle any inquiries regarding the nondiscrimination policies.

# THE POSITION

Weld RE-5J School District (Johnstown/Milliken), Milliken, Colorado, 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, 2023.

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

## EDUCATION AND EXPERIENCE:

- A Doctorate in Education (preferred)
- Superintendent experience or its equivalent (preferred)
- Proven success in improving student achievement
- Effective leadership and development of teams and people
- Technology proficient

## CHARACTERISTICS

- Collaborative leader
- Excellent communicator and listener
- Strong focus on student success
- Fiscally responsible
- A teacher leader
- Responsive to mentoring and coaching

## KNOWLEDGE AND UNDERSTANDING OF:

- The Johnstown/Milliken community and the adjacent Weld and Larimer County corridors
- Human Resources
- Mill levy overrides and bonds
- Capital improvement/building projects

- CTE, dual enrollment, IB and magnet programs
- Rural school districts
- How to work with a diverse population
- Maintenance needs and the resources to support them
- The importance of relationships to Weld RE-5J School District

## ABILITY TO:

- Lead teams and individuals
- Improve student achievement and opportunities
- Plan for and implement change in a growing district
- Be highly visible at the schools and in the community
- Unite and build trust of staff and the community
- Listen to and understand different voices
- Work well with the public and a growing community
- Support and work well with charter schools
- Be resourceful

## LOCATION

It is preferable for the superintendent to live in the community but must live or be willing to relocate to within a 30-minute radius of the district office.

# COMPENSATION

The board of education is offering \$175,000 to \$210,000 annually with negotiated benefits: sick leave, vacation, and health, based on qualifications and experience.

# BOARD OF EDUCATION

The Board of Education consists of five members, elected to serve four-year terms.

Name	Position	Term End
Michael Wailes	President - District E	11/01/2023
Nate Sassano	Vice President - District D	11/01/2023
Jeremy Scott	Treasurer - District B	11/01/2023
Amanda Proctor	Secretary - District C	11/01/2023
Monica Johnson	Director - District A	11/01/2023

# ABOUT

Weld RE-5J is a **growing district in a thriving and desirable community** located in northern Colorado. We enjoy a rural location with stunning mountain views plus easy access to shops, entertainment venues, indoor and outdoor recreation opportunities, medical facilities, universities, major interstates/highways, and more. The city of Denver, Denver International Airport, Boulder, and Estes Park – the beautiful gateway town to Rocky Mountain National Park – are each less than 60 miles away.

The district consists of three elementary schools, one middle school, one high school, and two charter schools. We place a strong emphasis on **educating the whole child** and **inspiring lifelong learners**. Our students are empowered to be involved in their learning and to own their educational experience. We are committed to ensuring that every student reaches their full potential and is **prepared for college or a career** when they graduate from high school.



In November of **2020 voters demonstrated their confidence** in the district by **passing a bond and mill levy override (MLO)**. The main priorities for the MLO were to **expand Career and Technical Education**, attract and retain high-quality teachers and staff, and produce additional safety, security, and mental health support across the district. We stayed true to these priorities and have made excellent progress against all three goals – implementing a pay correction that makes us very competitive, adding additional CTE pathways and hiring additional safety, security, and support professionals. As a result of the bond, we have built a new state-of-the-art elementary school, are building a new high school and are upgrading the remaining schools. We will also convert the current high school to a middle school beginning in summer 2023 when the new high school is completed.

As a forward-thinking district, we have excellent **technology integration** in all of our schools, implement **STEM** and **Project-Based Learning** districtwide, and are continually expanding partnerships, courses, advanced placement, and extracurricular opportunities for ALL learners. This work is paying off as our **graduation rate increased to 92.4% in 2020**, up from 90.2% in 2019. This is significantly higher than the statewide graduation rate of 81.9% and higher than those of most surrounding districts.

We have an **engaged community**, a strong social media following (over 4,000 follow Weld RE-5J School District on Facebook), and excellent press relations. We make the greatest impact possible through **grants, partnerships, and donations**. For example, the land for our new high school was generously donated, we have been awarded over \$35 million in Building Excellent Schools Today grants since 2019, and we have partnerships with local community colleges which enable our students to **earn college credits** while still in high school via concurrent enrollment, dual enrollment, and Aims CTE Academy.

If you embrace change and are ready to lead a very strong district to the next level of excellence, please **apply today!**

## FINANCIAL INFORMATION

Assessed Valuation 2022-23 \$ 653,316,943

General Fund Per Pupil Expenditure \$ 11,844

Proposed Fund Appropriations for 2022-23

General Fund: \$ 44,537,476

Risk Management Fund: \$ 833,653

Colorado Preschool Fund: \$ 876,962

Food Service Fund: \$ 1,866,232

Student Activity Fund: \$ 1,226,223

Bond Redemption Fund: \$ 25,413,063

Building Fund: \$ 108,111,939

Capital Reserve Fund: \$ 3,448,126

Total Proposed Appropriation: \$ 186,313,674