



Achieving excellence by educating and empowering all students to succeed

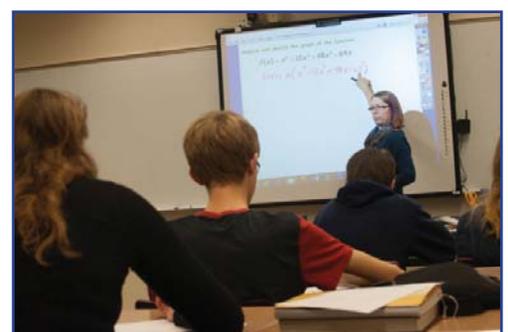
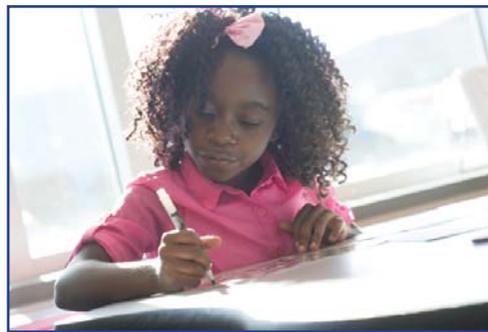
FPS Seeks a Superintendent

The Fargo Board of Education seeks an outstanding administrative leader to assume the position of superintendent. The Board is searching for an individual who will provide strong leadership for the District and continue the tradition of excellence in education enjoyed by the district, students, and community it serves.

The nine member Board of Education will select and appoint the superintendent. The new superintendent is expected to assume the position July 1, 2018, or on a mutually agreed upon date. The Board has engaged the firm Ray & Associates to act as a consultant and to direct a nationwide search for highly qualified candidates.

Fargo Public Schools (FPS) was the first official school district in North Dakota. Today it serves more than 11,000 students and the community with special education preschool, K–12, gifted, special and adult education programming. It is the fourth largest employer in the region with 3,364 employees. More than 65 percent of teachers hold a Master's degree or higher – double the state average. With high quality staff comes results: an average daily attendance rate of 95 percent, a graduation rate near 85 percent, and ACT scores that are consistently higher than the state and national average. The District has an annual budget of \$160 million, which includes state and federal funds.

The City of Fargo is located in Cass County, North Dakota, along the Red River of the North which forms the border between Minnesota and North Dakota. More than 120,000 people live in Fargo; the greater Fargo-Moorhead metropolitan area population is nearly 240,000. The community highly values education, which is reflected in the quality of public schools and five postsecondary institutions.



**FAST
FACTS**



Number of School Buildings: 23

- 16 Elementary Schools
- 3 Middle Schools
- 3 Comprehensive High Schools
- 1 Alternative High School

Enrollment: 11,279

- **Elementary Enrollment (K-5):** 5,427
- **Middle School Enrollment (6-8):** 2,557
- **High School Enrollment (9-12):** 3,295

Average Elementary Class Size: 20

Fourth largest employer in the Fargo-Moorhead community:

- 3,364 Employees
 - 2,237 Regular Employees
 - 1,127 Temporary Employees

Student Population:

- 10% Gifted & Talented
- 13% Special Education
- 8% English Language Learners
- 2% Homeless Students
- 32% Free & Reduced Lunch

Student Race:

- 72% Caucasian
- 15% African American
- 5% Asian
- 4% Hispanic
- 3% Native American
- 1% Unknown

65% of teachers hold a Master's degree or higher

Qualities & Characteristics

- Possesses strength, humility and resilience when dealing with difficult decisions, strong opinions and pressure from different constituencies
- Inspires trust, projects optimism and models high standards of integrity and personal performance
- Is a strong communicator with excellent speaking, listening and writing skills who is able to develop and communicate a vision of quality education
- Possesses exceptional people skills and the ability to deliver and receive feedback
- Strongly committed to a “student first” philosophy in all decisions
- Is able to work collaboratively with all board members and staff
- Is able to build consensus and commitment among individuals and groups with emphasis on student, community and parental involvement
- Is able to proactively work with federal, state and local elected government officials
- Is able to delegate authority appropriately while maintaining accountability
- Has knowledge of and successful experience in sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making
- Is able to lead a large organization dedicated to goals of continuous improvement, while developing both short and long range goals and strategic plans
- Promotes a positive and professional environment for district employees and the Board of Education and motivates students and staff to achieve
- Has knowledge of and ability to implement academic best practices and is familiar with educational policy, reform, innovation and trends
- Is focused on enhancing student performance, especially in identifying and closing or narrowing the gaps in student achievement, particularly respecting differentiated instruction and diverse learning styles
- Understands and values diversity in all forms

Salary & Benefits

The Fargo School Board is prepared to offer a competitive salary and comprehensive benefit package including an expense allowance. The base salary will be in the range of \$210,000; however, the final salary for the successful candidate will be negotiated and determined based upon proven experience and qualifications.

Requirements

The successful candidate must have or be qualified to obtain superintendent certification in North Dakota and demonstrated visionary leadership in a school district. A doctorate degree from an accredited university in educational leadership or related field is preferred. Prior experience as a superintendent is preferred. Please visit <https://www.nd.gov/espb/licensure> for more information on licensure.

Selection Procedure

We invite applications for the position of superintendent of schools by exceptional candidates. Persons wishing to be considered for the position should submit an application file including:

- A letter of application stating personal qualifications, experiences and reasons for interest in the position.
- The online application form and a current resume or curriculum vitae.
- Four current letters of recommendation.

A letter of application and all other supporting materials must be received by Ray and Associates, Inc. by February 22, 2018. Apply online at www.rayassoc.com.

All materials submitted as part of the superintendent application process will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the Fargo School Board. The selection of candidates for final interviews is the sole responsibility of the Board.

External applicants are eligible for ND Veteran's Preference (North Dakota veterans claiming preference must submit all proof of eligibility by the closing date. Proof of eligibility includes a DD-214 and if claiming disabled status, a current letter of disability.)

Apply Online at www.rayassoc.com

Deadline for Applications: February 22, 2018

Please do not contact Fargo Public Schools or Board members directly.

Questions should be directed to:

Ray and Associates, Inc.

4403 1st Avenue SE, Suite 407

Cedar Rapids, IA 52402

(319) 393-3115 • glr@rayassoc.com