



Seeks a Superintendent of Schools

620 Wilcox Street, Castle Rock, CO * (303) 387-0100

Check us out at: <http://www.dcsdk12.org>

Our Schools

- DCSD has 89 schools, including neighborhood, magnet, charter and alternative schools as well as online and home school options.
- DCSD schools offer a variety of programming options.
- DCSD offers concurrent enrollment opportunities.
- DCSD is the third largest school district in Colorado.

Our Staff

- DCSD has approximately 4,400 licensed professionals.
- 2,604 of these professionals hold a Master's degree or greater.
- DCSD is the largest employer in the county with 8,700 employees.

Our Students

- DCSD serves more than 68,000 students across 850 square miles.
- DCSD has one of the highest graduation rates in Colorado.
- The DCSD Class of 2017 earned scholarships totaling more than \$82 million.
- DCSD students leave school prepared for the future they choose.



Our Board of Education

- Our Board of Education is elected by the community and is committed to a policy governance model.
- The seven members of the Board of Education are elected to staggered, four-year terms at regular biennial school elections.
- Each board member represents one of seven regional districts and are elected at-large.
- Our Board of Education solicits and considers feedback from a variety of stakeholders via community surveys and town hall meetings.



Our Mission

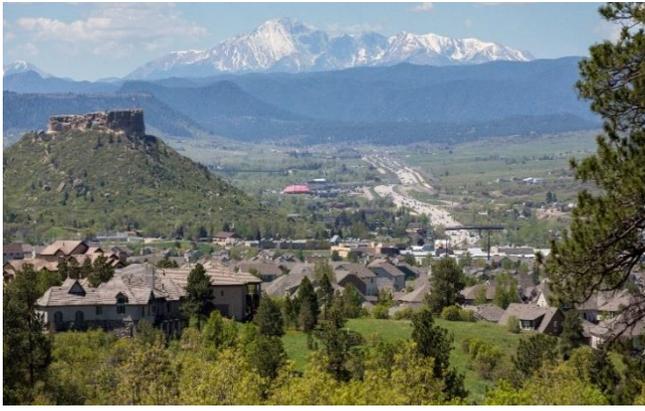
The mission of the Douglas County School District is to provide an educational foundation that allows each student to reach his or her individual potential.

Our Vision

The Douglas County School District strives to maximize the potential of every student to pursue his or her chosen endeavor in society, including but not limited to postsecondary education, career, or military service.

Our Core Values

- Educational Excellence
- Human Diversity
- Individual Potential
- Lifelong Learning
- Productive Effort
- Shared Responsibility
- Ethical Behavior
- Continuous Improvement



Douglas County is many things to many people. Here, you can find beautiful natural surroundings, a thriving and diverse community, and a variety of towns and cities ranging from large suburban to close-knit rural. Douglas County offers the best of all worlds. That's why over 330,000 people choose to call Douglas County home. Woven throughout this great community is Douglas County School District Re.1 which has provided students with a high-quality public education since 1958.

Douglas County School District Seeks a Superintendent Who:

- Promotes a positive and professional environment for District employees and the Board.
- Is strongly committed to a "student first" philosophy in all decisions.
- Possesses excellent people skills and can present a positive image of the District; is willing to listen to input and is a decision maker.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Has experience recruiting and maintaining exceptional staff for the District and schools.
- Has experience as a classroom teacher or student support position in a school.
- Is a strong communicator; speaking, listening and writing.
- Has previous experience that will benefit the long-term financial health of the District, including successful experience in passing bond or mill levy issues.
- Is able to develop and communicate a vision of quality education for the future to the Board, staff and community with successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, Board and community.
- Has knowledge of emerging research and best practice in the areas of curriculum/instructional design and pedagogy.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Is capable of developing and implementing a strategic plan with both short and long-range district goals.

Salary and Benefits

The salary will be in the range of \$260,000 plus an excellent benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting Board criteria.

Requirements

Ed.D. or Ph.D. preferred. The candidate must be eligible for Colorado administrator credentials. More information about Colorado's certification process is available at the Department of Education website at https://www.cde.state.co.us/cdeprof/licensure_admindir_reg

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

4403 First Avenue SE, Suite 407

Cedar Rapids, IA 52402

Phone: 319-393-3115 Fax: 319-393-4931

glr@rayassoc.com

Please do not contact the Board or District directly.

Deadline and Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the Board of Education. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Douglas County School District Board of Education for its consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an application file online including:

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