



RIO RANCHO
PUBLIC SCHOOLS

Igniting Student Potential

INNOVATION IN EDUCATION STARTS HERE

IGNITE STUDENT POTENTIAL

Our Mission:

Rio Rancho Public Schools is dedicated to graduating students who are responsible, ethical, and productive citizens, equipped with a solid foundation for individual success.

Our Vision:

Find and develop the potential in every student.

DISTRICT AT A GLANCE

Founded: July 1994

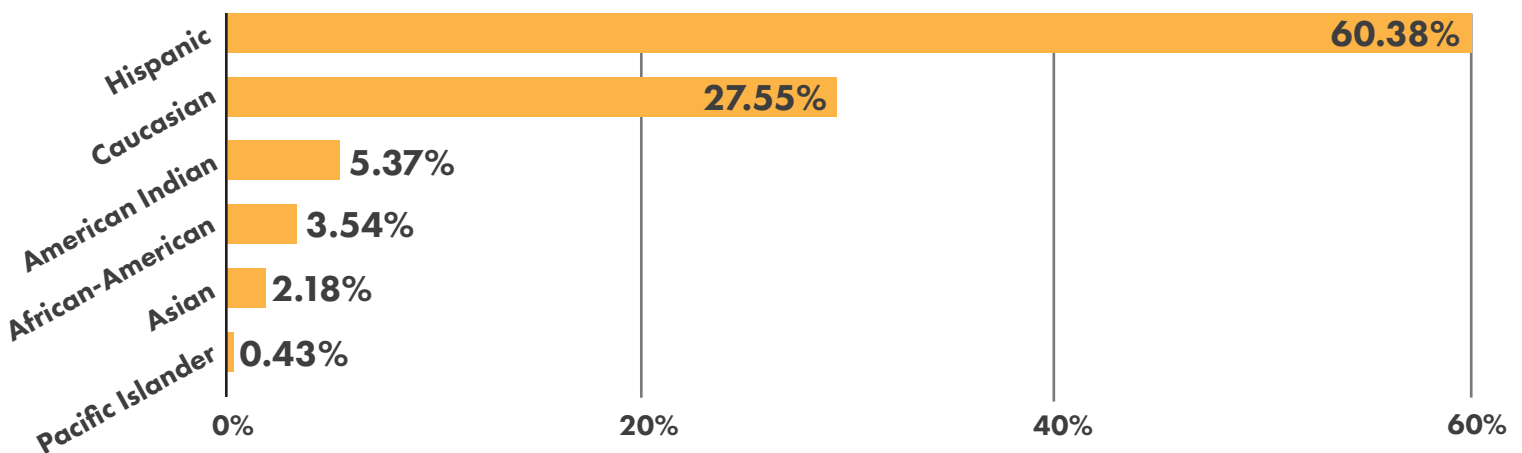
Enrollment: 16,671

Employees: 2,520

Number of schools: 21

- Shining Stars Preschool (3 & 4 year-olds)
- Eleven elementary schools (K-5)
- Four middle schools (6-8)
- Two comprehensive high schools (9-12)
- Independence High School (Alternative, 9-12)
- Rio Rancho Cyber Academy (6-12)
- RioTECH (CTE High School, 10-12)

RRPS Student Demographics



1,151

Gifted Education

3,524

Special Education

942

English Learners

7,302

Title 1 Beneficiaries



PROFILE OF A GRADUATE

85.6%

Four-Year
Graduation Rate*

3,049

Advanced Placement
Enrollments

9,213

Career Technical
Enrollments**

95.4%

College & Career
Readiness Participation

950

Dual Enrollments

1,115

Career Certifications
Earned by Students***

*Class of 2024

**Across both middle and high school

***Figure for 2024-25 SY

STRATEGIC PLAN



STAFF EXCELLENCE

RRPS will recruit, induct, and retain a dynamic, diverse, and high quality staff.



SAFETY AND WELLNESS

RRPS will create a welcoming, nurturing, inclusive, and safe environment that supports all students and staff.



ENGAGEMENT AND INNOVATION

RRPS will provide rigorous core instruction with innovative and engaging ways of learning that encourage exploration of individual interests leading to college and/or career readiness.



OPERATIONAL EXCELLENCE

RRPS will manage and continually improve system-wide operations to deliver excellent service and meet the needs of our growing and changing community.



Our Next Superintendent

Key Qualities

- Is willing to listen to input, but is a decision maker.
- Possesses the leadership skills, knowledge, and sensitivity required to respond to the opportunities and challenges presented by a diverse student body and community.
- Is able to work with legislators on key topics and can lead an organization throughout the legislative process.
- Has a strong moral compass that is rooted in justice and equality.
- Is a strong communicator in speaking, listening, and writing.
- Has experience recruiting and maintaining exceptional staff for the district and schools.
- Is strongly committed to a "student centered" philosophy in all decisions.
- Is capable of developing both short and long-range district goals.
- Is committed to the importance of both the academic and extracurricular programs.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement and opportunity.
- Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators, and Board.
- Demonstrates a deep understanding of special education that meets the individualized needs of each student.
- Has classroom experience in a K-12 setting.

*Position has become available upon retirement of long-time superintendent

Salary & Benefits

The salary will be in the range of \$245,000 to \$265,000 with a comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting Board criteria.

Requirements

Rio Rancho Public Schools encourages all qualified candidates to apply. Candidates must have or be eligible to obtain a New Mexico Educational Administration license with a superintendent endorsement by the time they assume the position, and must have a master's degree in education, educational leadership, or a related field, with a doctorate degree strongly preferred. **The selected candidate must reside within the boundaries of Rio Rancho Public Schools.** More information about New Mexico's Superintendent accreditation process is available at the Department of Education website at: <https://web.ped.nm.gov/>.

Deadline & 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 Rio Rancho Public Schools Board of Education for consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an online application by November 23, 2025, including:

- A cover letter stating personal qualifications, experiences, and reasons for interest in the position
- Resume
- Four (4) current letters of recommendation
- Copies of official transcripts from all colleges or universities where degrees were obtained

**Apply Online
no later than
November 23, 2025**

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates Inc.

Phone: 319-393-3115

kathy@rayassoc.com

Please do not contact the RRRS Board of Education or district directly.