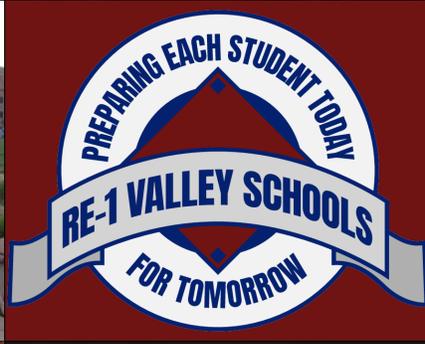
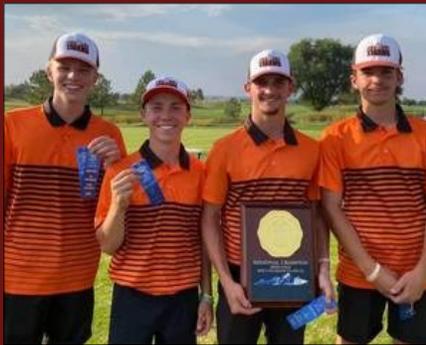


*An Invitation to Apply for the Position of  
Superintendent*

# *RE-1 Valley School District*



Sterling, Colorado

# THE POSITION

The **RE-1 Valley School District, Sterling, Colorado**, Board of Education, is seeking a highly qualified and fully licensed **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2022**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in association with the **Colorado Association of Board of Educations**, 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 a superintendent is one of the most important decisions it will make. The Board developed the following desired characteristics.

- Possesses excellent leadership skills
- Excellent communications skills with community and staff
- A leader who understands a rural community
- A caring leader
- Someone who is very transparent in their leadership
- A person who would be highly recommended by their staff and previous employment
- A leader who has a vision or who can develop one with a clear mission that can move the district forward
- Highly skilled in working with staff and who can build strong positive relationships
- Committed to the success of the school district kids first
- Values staff and knows the importance of their contributions
- Willingness to listen and not to just respond
- Has proven performance to be an effective leader, a leader who is strong being a conservative fiscal manager and understands budgeting and allocation of resources
- Morale builder
- Innovative thinker and willing to program development with new ideas
- Someone who is familiar with the area and who is also open to learning about the area
- A leader who can build trust and rapport with the community and with the staff
- Experience as a superintendent is preferred
- Out of box thinker who is innovative and creative
- Someone who will bring new ideas to the district to move forward
- An educator who is student-centered and is an instructional leader, understands and values teaching/learning, a consensus builder capable of creating an environment which promotes success for all students, staff, and the community
- Understand the Sterling/Caliche communities and can build partnerships within those communities
- A leader who empowers people to be their best
- A leader who can manage conflict
- Collaborative decision maker who involves people in the decision making, but when necessary makes a decision
- Highly visible in the community, schools and volunteers in the community
- Not a micro manager
- Trust builder and can build trust back in the community
- Understands communication; is open to feedback
- Honest, high level of integrity
- Totally engaged in the community

**Salary Range:** \$155,000-\$175,000 based upon experience, with a negotiated benefit package that includes family health, dental and vision, and single life insurance

## THE DISTRICT

RE-1 Valley School District encompasses an area of approximately 850 square miles that includes the city of Sterling, and the towns of Atwood, Iliff, Proctor, Padroni and Crook. Logan County education is rated among the best in the state. The district is composed of highly qualified and dedicated individuals who believe the mission is to prepare all students for productive, successful lives beyond school through a balanced curriculum, activities and community experience, global awareness, high expectations and interactions among students, parents and the community. RE 1 Valley School District is proud of 2,143 K-12 students serving two high schools, one middle and one junior high school, three elementary schools and two preschools. There are 183 licensed staff members combined with 150 classified staff.

The high schools offer a comprehensive secondary course of study that includes vocational programs and college preparatory studies. High school juniors and seniors are able to enroll concurrently at nearby Northeastern Junior College for high school and college credit.

Technology plays an integral role in the educational program for all school levels. Students have access to computer labs and classroom computers that enrich classroom instruction and almost every classroom is equipped with an interactive board.

**DISTRICT WEBSITE: [RE1VALLEYSCHOOLS.ORG](http://RE1VALLEYSCHOOLS.ORG)**

## THE COMMUNITY

Sterling, Colorado is the hub of activity for the high plains of Northeast Colorado, sitting alongside the South Platte River. The residents, number almost 14,000. Connected to the surrounding region via Interstate 76, it is less than two hours to Denver, Greeley, or Fort Collins.

Logan County, located in the northeast corner of Colorado, is an agriculture and industry-based community. Sterling is the “hub city” of this Colorado prairie, connected to the surrounding region via Interstate 76. It is an easy 125-mile drive from Sterling to Denver, and only 40 miles to Sidney, Nebraska, home of Cabela’s Sporting Goods.

Sterling can boast the best of both worlds. Its original development as an agricultural community has gifted it a heritage rich with friendly neighbors and the feel of a real community. The 14,000 residents enjoy the pleasures of a close-knit, small town atmosphere coupled with big city amenities. Sterling’s distance from the “Front Range” has enabled the city to keep these positive qualities, while developing the big-city resources rarely found in a community this size. Highlights include excellent primary and secondary education; diverse postsecondary educational opportunities; top-of-the-line health facilities; public transportation; and community support for the arts including performance art, music, community theater, and sculpture.

Recreational opportunities abound, as Sterling is near the top of the list in acres of public parks per capita on a state level. The community also boasts an indoor pool, outdoor water park, and recreation center, popular summer softball program, two public golf courses, and the North Sterling State Park is just minutes away for fishing and game hunting.

# BOARD OF EDUCATION

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

## Name, Occupation

Heather Harris, Accounting/Office Manager  
Ronda Monheiser, Business Professor;  
Accountant in Agriculture

Steven Shinn, Retired Judge; Owner  
Constructive Resolutions Center  
Michelle Sharp, Executive Director of Sharp  
Business Solutions, L.L.C.  
3 Vacant Seats



Colorado Association  
of School Boards

MCPHERSON *MJ* JACOBSON, LLC

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E-mail: [mail@macnjake.com](mailto:mail@macnjake.com)

## 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: **April 26, 2022**
- ◆ Board of Education selects finalists to interview: **May 6, 2022**
- ◆ Interviews with the Board of Education: **May 20-21, 2022**
- ◆ Selection of new Superintendent: **May 23, 2022**
- ◆ Start date: **July 1, 2022**

*RE-1 Valley School District, Sterling, Colorado is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.*