

An Invitation to Apply for the Position of  
**Superintendent**



Cortez, Colorado

# THE POSITION

The Montezuma-Cortez School District RE-1, Cortez, Colorado, Board of Education, is seeking a **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2021**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in association 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**
  - Master’s Degree in education
  - 5 years experience as a teacher, preferably at different grade levels
  - 5 years experience as superintendent, deputy superintendent, principal or equivalent
  - Certifiable for Colorado administrative license
  - STEM and IB schools experience preferred
  - Background in teaching and building administration preferably in communities with diverse populations similar to the Cortez area
- **Student Achievement**
  - Proven record of engaging students and improving student achievement
  - Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency)
  - Highly effective practices educating ALL students, including ELL and SPED students
- **Vision**
  - Experience working with stakeholders to create and implement a vision and strategic plan
- **Leadership**
  - Demonstrated ability to inspire and motivate Board, staff, students, parents, and community and to advocate for the needs of students and the District
  - Demonstrated ability to consider and implement innovative solutions to challenges
- **Communication**
  - Proven ability to communicate effectively and regularly with Board, staff, students, parents and community
  - Interpersonal skills with a diverse population
- **Financial Management**
  - Experience in developing and overseeing multi-million dollar budgets and programs
  - Experience identifying, seeking and administrating grants



# BOARD OF EDUCATION

The Board of Education consists of seven members, elected to serve four-year terms. The incumbency of the members ranges from newly appointed to 18 years.

Name	Occupation	Years Served
Mrs. Sherri Wright	Retired and Farmer	18 years
Mrs. Sheri Noyes	Self Employed and Office Assistant	5 years
Mrs. Tammy Hooten	Aflac Associate and Norwex Consultant	4 years
Dr. John Schuenemeyer	Consulting Statistician	11 years
Mr. Cody Wells	Real Estate Agent	Newly Appointed
Mr. Chris Flaherty	Journeyman Lineman	1 year
Mrs. Stacey Hall	Retired - Athletic/Activities Director 32 Years with School District RE-1	5 months

# The District

- **Enrollment:** approximately 2,600
- **Number of staff:** approximately 370
- **Number of schools:** 11
  - 5 elementary
  - 1 middle
  - 1 high
  - 3 charters authorized by the district
  - 1 preschool
- **Operating budget:** \$22,666,561
- Serves the communities of Cortez, Lewis-Arriola, Pleasant View, and Towaoc
- Serves students and families from regional Tribal Nations including: the Ute Mountain Ute and Navajo Nation (Dine) Tribes
- Comprehensive Pathways to Graduation program include:
  - Preparing students for college by providing a variety of AP and concurrent enrollment classes including providing students with the opportunity to earn an associates degree while in high school. In addition, the district partners with local and state universities through the Trio and Gear Up programs to support at-risk students in charting a pathway to college.
  - Preparing students for careers in key fields including medical sciences, fire science, hospitality, agriculture, and construction trades. The district offers career and technical education (CTE) programming aligned to these fields that enable students to take courses through the local community college (Pueblo Community College) and provide students with the opportunity to graduate with industry recognized certifications as well as opportunities for work-based learning experiences and internships.
- Award winning performing arts programs including band, music, and theatre
- Strong community partnerships including Montezuma School to Farm program in grades K-8, the Pinon Project, FFA, Southwest Community Youth Council, the Rotary, the Chamber, and the Ute Mountain Ute Tribal Council and Education Department

# The Community

Located 40 miles from the Four Corners Navajo Nation Monument, where the states of Utah, Arizona, New Mexico and Colorado meet, Cortez has plenty of activities for residents and visitors to enjoy such as fishing, hunting, hiking, skiing, and mountain climbing. The parks and recreation facilities in the area rival those of larger communities. The Cortez Recreation facilities include one of the only facilities in Southwest Colorado that has a 50-meter outdoor pool, expansive parks, and an indoor recreation center with a pool, classes and fitness equipment.

There are a wide variety of entertainment options available in the area, including many restaurants with assortment of cuisines, indoor theatres, access to McPhee Reservoir, the second largest in the state, and numerous hiking and biking trails. In addition, the area has many archeological sites, including the Canyons of the Ancients National Monument and Mesa Verde National Park.

There are opportunities for those who enjoy participating in theater. Our cultural center has Native American dance troupes perform at an outdoor theater during the summer. The Montezuma-Cortez High School has a strong music and theater department that performs regularly in our new theater and the San Juan Symphony Orchestra plays locally.

In addition, Pueblo Community College Southwest is located nearby to offer college, career, and technical programs.



**District Website:**  
**[www.cortez.k12.co.us](http://www.cortez.k12.co.us)**



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# Mission Statement

We have a shared commitment. Every Student. Every Day

Together we are:

- Growing our team of effective and committed educators
  - Respecting our diversity
  - Creating a culture of high expectations
  - Inspiring community trust and support
  - Building pathways to successful futures
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Colorado Association  
of School Boards

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## 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: **March 15, 2021**
- ◆ Board of Education selects finalists to interview: **April 13, 2021**
- ◆ Interviews with the Board of Education: **April 27-28, 2021**
- ◆ Selection of new Superintendent: **May 3, 2021**
- ◆ Start date: **July 1, 2021**

*Montezuma-Cortez School District RE-1 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.*