

An invitation to apply for the position of
Superintendent



Waukeee, Iowa

The Position

The Waukee Community School District, Waukee, Iowa, Board of Education, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2019.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development 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.

Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The board has identified the following desired characteristics.

- Possesses excellent leadership and visionary skills, with the ability to motivate others to quality performance; has the ability to instill trust and confidence in all aspects of the organization.
- Possesses strong management skills with demonstrated ability in problem solving, decision-making, and consensus building; has a thorough understanding of educational finance and budget processes and demonstrates the ability to maximize resources and manage expenses.
- Possesses strong personal and professional qualities including honesty, integrity and trustworthiness that are the hallmarks of a quality educational leader.
- Has the ability to identify the strengths of others, build upon those strengths, and develop collaborative relationships. A positive team builder with the ability to achieve consensus and create a climate for positive risk-taking.
- Believe that student achievement is the highest priority and demonstrate a passion for learning as a proven instructional leader.

The Community

The growing City of Waukee is located in central Iowa, just west of Des Moines. At the junction of Interstates 80 and 35, the over 20,000 residents can take advantage of the amenities of a large city, while enjoying life in a family-friendly environment.

Waukee Community School District is the major employer in the city. Waukee and the Des Moines metropolitan area offers excellent medical care from the numerous hospitals, medical offices, and clinics in the area.

Outdoor and recreational enthusiasts can enjoy activities at the YMCA, ice rink, city parks, trails, and ball fields.

Annual and community activities include BACooN Sizzles Waukee, FamilyFest, LiveHealthy Iowa 5k, Easter Egg Hunt, Movies in the Park, Celebrate Waukee, Park Play, Haunted House, WinterFest, and Beggar's Night.

Semi-pro sports teams in the area are Des Moines Buccaneers, Iowa Cubs, Iowa Wolves, Des Moines, Iowa Barnstormers.

Higher educational opportunities are available from Des Moines University, Drake University, DMACC, Upper Iowa University, and Iowa State University.



The District

Waukee Community School District (WCSD) offers comprehensive programming in the areas of academics, performing arts and athletics.

WCSD is currently the seventh largest school district in Iowa serving more than 11,000 students from Clive, Urbandale, Waukee and West Des Moines, as well as open enrolled students from other communities outside the 55 square miles of our district boundaries.

For more than 100 years, the district has been committed to delivering a curriculum that is rigorous, relevant and promotes high levels of engagement. The



student body ranks high nationally on every measure of academic progress. WCSD has one of the highest graduation rates in the state at 99.26% and more than 89% of WCSD's

graduates go on to some form of postsecondary education.

APEX and Leader in Me are a couple of the programs available to students in the district.

Students can participate in a variety of sports (baseball, basketball, golf, softball, cheerleading, cross country, bowling, dance, football, soccer, swimming, tennis, track & field, strength & condition, volleyball, and wrestling). Music and fine arts activities are band (jazz, marching, pep, and concert), Concert Choirs, Jazz Choirs, Show Choirs, percussion, theatre arts, and speech.

Fast Facts

Number of Students	11,097
Schools	
Elementary (grades PK-5) <i>A new elementary will open during the 2019-2020 school year</i>	8
Middle School (grades 6-7)	2
Middle School (grades 8-9)	2
High School (grades 10-12) <i>A second high school is under construction</i>	1
Staff Members	1,323
Administrative	45
Certificated	778
Classified (full & part time)	500
Square Miles of District	55
Assessed Valuation	\$4,839,976,349
Operating Budget	\$288,420,000



Board of Education

The Board of Education consists of seven members who are elected to serve three-year terms. The incumbency of the board members ranges from 2 to 13 years.

Name	Occupation	Years Served
Mrs. Wendy Liskey, President	Missions Assistant	6 years
Mr. Ethan Hulsman, Vice-President	Optometrist	4 years
Ms. Susan Bunz	Executive Director-Meals for the Heartland	12 years
Mr. David Cunningham	Certified Financial Planner	6 years
Mr. Jerry Ripperger	Director—Consulting Focusing on Employee Stock Ownership Plans	13 years
Mrs. Lori Lyon	Educator	2 years
Mrs. Mary Scheve	Retired CFO	10 years

Mission Statement

Dedicated to optimizing individual learning and potential for success in a global community.



Find out more about Waukee Community School District:

www.waukeeschools.org

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



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Selection Timeline

1. Application deadline:
March 28, 2019
2. Finalists selected by
Board of Education:
April 15, 2019
3. Interviews with
Board of Education:
Week of April 22, 2019
4. Selection of new
superintendent:
TBD
5. Starting date:
July 1, 2019

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 to not contact board members directly. 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.

Waukee Community School District 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.