

Application Process

All applicants must apply online. Please begin the process at www.casb.org/administrative-openings. For a complete application you must provide the following:

1. A completed and signed **online application**
2. A current professional resume
3. Transcripts, placement papers and/or credentials requested by you from college or university placement center (*photocopies are acceptable*)
4. Three recent (*dated within the past two years*) letters of recommendation
5. Answers to the following four questions, citing examples of past experiences, no longer than two typewritten pages each:
 - A. In a community with ethnic diversity and a high transient population, how do you create an environment to increase student achievement and close existing gaps?
 - B. The community's population is changing to include more immigrants and refugees. How do you go about building relationships with this growing group?
 - C. Explain how to introduce change into a system, creating a strong foundation of support from parents, staff, students and the community.
 - D. With many competing interests and limited resources, how do you resolve conflicts and establish a clear direction for financial stability and sustainability for the school district?

All materials will be accepted and treated confidentially. When an applicant becomes a finalist, all records will become available for public inspection with the exception of letters of reference and medical, psychological and sociological data.

Applicants should not make direct contact with members of the board or administrative staff.

Morgan County School District Re-3 is an equal opportunity educational institution and employer. Applicants are considered for all positions without regard to disability, race, creed, color, sex, sexual orientation, national origin, religion, ancestry, age, marital or veteran status.

Timeline

Application Deadline	February 29, 2012
Interviews	March 16 & 17, 2012
Date of Employment	July 1, 2012

*Note: In order to be considered a candidate for this position, a complete application must be received online by the Colorado Association of School Boards offices by 3:00 p.m. mountain time on the application deadline of February 29, 2012. Application materials received after this date/time will not be considered. **Mailed applications, e-mails or faxes are not accepted.***

*CASB has a new and easier way to apply – online
please begin the process at:
www.casb.org/administrative-openings
Mailed applications, e-mails or faxes are no longer accepted*

If you have any questions regarding applying for this position, please contact:

Ms. Debbie Flynn
Morgan County School District Re-3
Superintendent Search
Colorado Association of School Boards
1200 Grant Street, Denver, CO 80203-2306
Phone: 303/832-1000 – dflynn@casb.org

The Morgan County School District Re-3
Superintendent Vacancy Brochure can be
downloaded and printed at:
www.casb.org/administrative-openings

Visit the district's website at www.morgan.k12.co.us

Announcement of Vacancy Superintendent of Schools



Morgan County School District Re-3 Fort Morgan, Colorado

Mission Statement

"The mission of Morgan County School District Re-3 is to inspire creative thinking, high achievement, and lifelong learning."

Community

Fort Morgan is located on the high plains of Colorado, 80 miles northeast of Denver. It is the largest community in northeast Colorado but is still considered a small town and a great place to raise a family. It is a safe environment with excellent recreational facilities and programs.

Agriculture, livestock feeding and related agri-businesses are the basis of the economy. Cargill (beef processing), Leprino Foods (cheese processing), Wal-Mart and Western Sugar are the major industries.

Morgan Community College, Fort Morgan Public Library, Community Concert series, Morgan County Arts Council, and the Military Historical Museum offer cultural opportunities and places for study. The University of Northern Colorado is located in Greeley, 50 miles to the west of Fort Morgan.

The City has 10 city parks, a nature trail, two swimming pools (same site), eight individual tennis courts at two sites, and an 18-hole golf course. Recreation programs provide year-round activities for citizens of all ages.

Continued population growth in the Fort Morgan area will certainly impact the schools, and the district has undertaken a comprehensive planning process that has led to substantial facility improvements and expansion.

School District

Morgan County School District Re-3 is the largest school district in northeast Colorado. It is a progressive district that still believes in providing students with a sound, basic, well-rounded education. The district believes that it must continually strive to improve and is accountable to parents and the community.

The district boasts an outstanding IT department and a districtwide focus on technology in the classroom. Nearly every classroom is equipped with a SMART Board, document cameras, and ample student computers. Every building has a generous computer lab with up-to-date equipment to meet the needs of all students. The district has recently focused on strengthening our infrastructure and ensuring students and staff can keep up with the growing demand of technological advancements.

The district offers the full continuum of age-appropriate classes from preschool to full-day kindergarten to traditional high school graduation pathways to post-secondary options. More than 500 dedicated employees serve approximately 3,000 students in eight schools.

Facilities include:

Sherman Early Childhood Center - ages 3-5 are served by Colorado Preschool, Head Start, Learning Express Preschool and full-day kindergarten. The Children's Center Day Care program is housed at Sherman Early Childhood Center.

Elementary 1-4 - three elementary schools provide a basic, regular classroom curriculum.

Baker Central 5-6 - this unique 5th and 6th grade school provides educational opportunities through a full range of academic and extracurricular activities.

Middle School - organized into 2 teams of 5 teachers at each grade level and offers a wide variety of extracurricular programs for 7th and 8th grade students.

Fort Morgan High School - is a comprehensive, traditional format with a full range of activities including music, drama, and athletics. The Step by Step Teen Parent program, an award-winning program, also operates at the high school.

Lincoln Alternative High School - limited enrollment, diploma granting high school providing services to non-traditional students, and students needing a second chance.

Special Programs

The district offers a wide range of opportunities for students, including PE and music, vocational education and technology education. It offers a number of programs for at-risk students.

The district recently completed a CADI (Comprehensive Appraisal for District Improvement) process with the Colorado Department of Education and is currently in year two of a Targeted District Improvement Partnership. Every school in the district improved and moved up at least one level in their Performance Framework. The Migrant Education Newcomers Academy (MENA) opened in the fall of 2011 to provide intensive ELL classes for students in middle and high school.

Qualifications

The board of education, staff and community have determined the following personal qualities, skills and experiences to be essential to the success of their future superintendent:

- Previous administrative experience required
- Demonstrated leadership skills
- Excellent communication skills
- Respect for the current work of the district while adding value through new innovations
- Knowledge of current K-12 educational trends and requirements
- Strong commitment to community engagement and involvement
- Willingness to embrace diversity
- Solid understanding of school finance
- Integrity, honesty and fairness

Information regarding licensing can be obtained from the Colorado Department of Education, (303) 866-6628

Financial Information

Assessed Valuation	\$	194,005,580
Per Pupil Expenditure	\$	6805
Budget Year 2011/2012		
General Fund	\$	21,845,964
Capital Reserve		1,281,653
District/High School		
Expenditures		526,303
Total Appropriation	\$	30,076,512

Compensation

The board of education is offering a salary range of \$110,000 – \$130,000. A district benefits package will be provided.