

## Superintendent Search

### **Pittsburg Unified School District 250** **Pittsburg, Kansas**

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The Board of Education of the **Pittsburg Unified School District 250, Pittsburg, Kansas**, is seeking a highly qualified, fully certified, educational leader to serve as **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position, **July 1, 2024**.

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.

**Enrollment:** 3,300

**Location:** Unified School District 250 serves the city of Pittsburg, Kansas and the immediate rural areas surrounding their community. They are the largest district in Southeast Kansas.

#### **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 of Education seeks a Superintendent who possesses the following leadership and personal qualities.

1. A leader who can build and maintain a culture of trust, ensuring that open communication and transparency are at the forefront of our decision-making processes, fostering an environment where all staff feel heard and respected.
2. A dedicated leader who acknowledges and values the contributions of others and celebrates their achievements reinforcing a positive school culture that promotes a sense of pride and accomplishment.
3. An approachable and empathetic leader who genuinely enjoys interacting with all stakeholders of the district and encourages open communication creating an environment where students, parents, and staff feel comfortable sharing their thoughts, concerns, and ideas.
4. A trusting leader who possesses exceptional interpersonal skills characterized by friendliness, helpfulness, integrity, sense of humor, good listening skills, and is down-to-earth and willing to implement the ideas and suggestions of others, recognizing the value that diverse perspectives bring to our educational community.
5. An outstanding instructional leader, with knowledge of professional development, who will place a strong emphasis on student achievement and help develop an excellent curriculum for all students.

6. A leader demonstrating a commitment to continuous improvement and ensures a high-quality learning experience for administration, teachers, staff, and students.
7. Be an unwavering advocate for students, always prioritizing their well-being and educational experience.
8. Possess excellent fiscal management and budgeting skills. Knowledgeable with the intricacies of budgeting and finance including special education funding both on the local and state level. Keep the board informed of the financial condition of the school district and have the ability to develop financial strategies for the present and future.
9. Student-centered and prepared to support a diverse student population from varying socioeconomic backgrounds with educational priorities aligned with the interests and needs of students, staff, board and community that are equitable and inclusive.

**Salary:** \$190,000 - \$210,000 competitive and commensurate with qualifications and experience

**Search Timeline:**

- Closing date for applications: **January 19, 2024 (11:59 p.m. central time)**
- Board of Education selects and interviews semi-finalists: **January 31, 2024**
- Interviews with the Board of Education: **February 8, 2024**
- Selection of new Superintendent: **February 12, 2024**
- Start date: **July 1, 2024**

**Contact information:**

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**School Website:** <https://www.usd250.org/>

**Consultants:** **Dr. Randy Gilson** [r\\_gilson@macnjake.com](mailto:r_gilson@macnjake.com)  
**Dr. Justin Henry** [j\\_henry@macnjake.com](mailto:j_henry@macnjake.com)

*The Pittsburg Unified School District 250 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 reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.*