

Taos Municipal Schools Leadership Profile



Application: Superintendent

VISION STATEMENT

Inspiring learners to achieve life-long success through teaching, learning, collaboration, and engagement.

MISSION STATEMENT

Prepare all students academically, socially, emotionally, and physically to help them develop the knowledge, critical thinking skills and character necessary to succeed in college, careers, the world of work, and beyond.

DISTRICT BACKGROUND

Taos Municipal Schools (TMS) is located in Taos, New Mexico, northern New Mexico's high desert, bounded by the Sangre de Cristo Mountains. We are on the historic homeland of the Red Willow People within the original territory of Taos Pueblo. We strive to respectfully recognize the unique and enduring relationship that exists between Indigenous People and their traditional territories; and to honor, reconcile, and partner with the Red Willow People whose land and water we benefit from in this great valley today.

TMS has approximately 1779 students and 330 employees. The district has seven schools: three elementary schools; one middle school; one high school; a K-12 Online Academy; and a Cyber Magnet School. In addition, TMS has oversight of two community district K-8 charter schools. We have an elected Board of Education composed of five members serving staggered terms of four years.

JG Consulting has engaged with Taos Municipal Schools to recruit candidates to serve as the Superintendent.

of Education seeks an enthusiastic student-centered instructional leader who respects and engages with the Taosño diverse culture, is visible in the community and schools, promotes high academic standards, and success for all students and builds partnerships with the Taos Pueblo, community, staff and the Board to address SEL and mental health/societal challenges of the TMS students. A successful candidate should possess the following characteristics and qualifications:

- Proven Leadership with Executive Experience: A leader with at least five years of executive-level experience, demonstrating strong ethical leadership. A doctoral degree is preferred.
- Welcoming Culture and Morale: Develop a culture that welcomes all, fostering trust and positive morale among staff and students.
- Leadership with Integrity: Demonstrates strong, ethical leadership and management skills.
- Cultural Competency: Shows deep respect and understanding of diverse cultural backgrounds, especially with Native American education and the Taos Pueblo.
- Community Engagement: Actively involves community and stakeholders in the education process.
- Innovative and Student-Focused: Prioritizes innovative curriculum and innovative approaches to improve student attendance, achievement, graduation rates, and the educational success of foster and homeless students.
- Data-Driven Decisions and Local Cultural Respect: Utilizing data for student-focused outcomes and acknowledging local heritage.
- Transparent Communication: Maintains open, honest communication, building trust within the district and community.
- Educational and Administrative Experience: Brings a solid background in teaching, administration, and understanding of multicultural and diverse educational environments.
- Staffing Solutions: Focuses on attracting, retaining and developing high-quality educators to address staffing challenges.
- HR Fairness and Embrace Community Culture: Addressing accountability, equitable practices and integrating local traditions.
- Enhancing Resources: Increases resources available to students and teachers for improved educational outcomes.
- Financial Accountability: Accepts the fiduciary responsibility to oversee the development and implementation of the district budget and finances with transparency and financial integrity.

CONDITIONS OF EMPLOYMENT

Candidates must have or be qualified to obtain the New Mexico Administrative License 3B through the New Mexico Public Education Department. Questions regarding licensure should be directed to the New Mexico Public Education Department Licensure Bureau (LicensureUnit@ped.nm.gov). Background checks and fingerprinting are required for hire.

Selection Process

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the Taos Municipal Schools Board of Education for its consideration to conduct additional interviews. The first and final rounds of interviews will be in closed session with the Board of Education.

Salary and Benefits: Negotiable; commensurate with experience

Criminal History/Background: Required **Fingerprinting:** Required

The online application should include one (1) PDF file with the following documents in this order:

- Letter of Interest
- Current Resume
- List of References
- College/University Transcripts
- Initialed and signed copy of the Verification for Superintendent form (pages 5-6)

Electronic submittal is required: <https://careers.jgconsulting.us/jobs/Careers>

A reply email will be sent to confirm submission has been received.

Application Deadline: April 5 **Desired Beginning Date:** July 1

JG Consulting is conducting the executive search:

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Applicants are not to contact any members of the Board.

The final selection is the sole responsibility of Board of Education. For clarification and application inquiries, call (888) 765-3731. Taos Municipal Schools does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability, medical condition (including HIV and AIDS), genetic information, marital status, sex (childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, gender identity, gender expression, age, sexual orientation, and military and/or veteran status.

SEARCH ACTIVITIES

Planning discussion to initiate the Superintendent search with Board Members and Search Committee.	February 3
<p>Internal and external community-related meetings:</p> <ul style="list-style-type: none"> ▪ Meet with each board member individually ▪ Search Committee meetings conducted by search firm (in-person, Zoom, and conference calls) ▪ Online survey - closed March 3rd ▪ Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search 	February 12 - March 1
March 6	
Present formal scope of work and preliminary job profile to the Board of Education for approval and/or necessary modifications; research recruiting channels within PreK-12 and external networks; define marketing and recruiting strategies	
<p>Candidate Application Portal is open</p> <ul style="list-style-type: none"> • Marketing and recruiting activities • Local, state, regional, and national publications • Other education publications and websites • Campaigns: virtual meetings and in-person recruitment 	March 7 - April 5
Application Deadline	April 5
Candidate review in closed session	April 10
<p>Candidate Interviews:</p> <p>Round 1 in closed session</p> <p>Public Forum</p> <p>Round 2 in closed session</p> <p>Deliberation & Lone Finalist named</p>	<p>April 15-16</p> <p>TBD</p> <p>April 22-23</p> <p>April 23</p>



*All dates are aligned to meet the deliverables of the Board of Education and are subject to change.

VERIFICATION FOR SUPERINTENDENT

Please initial each of the following statements.

Attach a brief explanation for any circumstances surrounding any questions that you are unable to initial.

I hereby certify that each of the listed conditions is true by initialing:

_____ I have never left any governmental-related employment or other profession, voluntarily or involuntarily, while the subject of an inquiry, review, or investigation of alleged misconduct or alleged violation of professional standards of conduct or had reason to believe such investigation was imminent.

_____ I have never been nor am I currently the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of the professional standards of conduct.

_____ I have never failed to complete a contract for employment in any industry for any alleged misconduct or alleged violation of professional standards of conduct.

_____ I have never had a professional certificate, credential, or license (of any kind) revoked or suspended nor have I been placed on probationary status for any alleged misconduct or alleged violation of the professional standards of conduct.

_____ I have never been denied a professional license for which I applied or was granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct.

_____ I have never surrendered a professional license of any kind before its expiration.

_____ I have never been disciplined by any public agency responsible for licensure of any kind including but not limited to educational licensure.

_____ I have never been charged with any: (a) felony, (b) misdemeanor, or (c) major traffic violation, such as; driving under the influence of intoxicants or illegal drugs; reckless driving; fleeing from or attempting to elude a police officer; driving while my license was suspended, revoked or used in violation of any license restriction; or failure to perform the duties of a driver or witness at an accident.

_____ I have never entered a plea of guilty or no contest relative to any charge for an offense listed in the question above.

_____ I have never had any civil complaint, judgment or other court order entered against me resulting from abuse, assault, battery, harassment, intimidation, neglect, stalking or other threatening behavior toward other persons.

_____ I have never been the subject of a substantiated report of child abuse or sexual misconduct of any kind.

_____ I have not previously nor am I currently the subject of an ongoing investigation related to a report of suspected child abuse or sexual conduct.

_____ I authorize you to make such investigations and inquiries of my personal, employment, educational, financial, and other related matters as may be necessary for an employment decision.

Confirmation of Verification

The information that I have provided in this Verification of Superintendent Application is true and accurate to the best of my knowledge. I have answered all questions to the best of my ability, and I have not knowingly withheld information that would negatively affect my application. Any misrepresentations or omissions of fact in this application, any materials submitted with this application, or during interviews may be cause for rejection of this application or subsequent dismissal from employment, if hired.

I hereby authorize all my current and former employers who are education providers to disclose (a) the dates of my employment; (b) whether I was the subject of any substantiated reports of child abuse or sexual conduct related to my employment; (c) the dates of any substantiated reports; (d) the definitions of child abuse and sexual conduct used by the education provider when the determination was made that any reports were substantiated; and (e) the definitions of child abuse and sexual conduct used by my education provider employer to determine whether any reports were substantiated.

I authorize my listed references, current and past employers, and anyone else who has information about my work history, education qualifications, or fitness to provide such information to the Taos Municipal Schools Board of Education for which I have completed an employment application. I release all persons providing this information to the Taos Municipal Schools Board of Education from any liability whatsoever for obtaining and providing that information, regardless of the results.

I acknowledge that finalists in this Superintendent search may be subject to criminal records check by the Taos Municipal Schools Board of Education or any other relevant state-licensing agency related to my employment. I acknowledge that the Taos Municipal Schools Board of Education may conduct an internet search, reference checks, background investigations and confirmation of employment as a part of this application.

Superintendent for Taos Municipal Schools

Signature of Applicant: _____

Printed Name of Applicant: _____

Date: _____

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