**Superintendent Search**

**Weld RE-9 School District**

**Ault, Colorado**

**Apply at:** [**www.macnjake.com**](http://www.macnjake.com)

**Position Description for Weld RE-9 School District**

The **Weld RE-9 School District, Ault, Colorado**, Board of Education, is seeking a highly qualified and fully licensed **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2025**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in association with the Colorado Association of School Boards, have 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:** 993 students pk-12

**Location:** Located 19 miles directly east of Fort Collins, Ault, CO is A Unique Little Town that celebrated its centennial in 2004. Known as the “gateway to the Pawnee National Grassland”, Ault offers small town charm with a friendly welcome. As the largest of the tiny prairie towns in Weld County, Ault lies north of [Greeley](https://www.colorado.com/cities-and-towns/Greeley) on U.S. 85 and is 73 miles north of Denver, Colorado. The Highland School District name comes from the high plains location. Highland High School's mascot is the Husky.

**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 developed the following desired characteristics:

**Educational and Instructional Leadership**

The ideal candidate for this leadership position must be an inspirational and innovative leader capable of motivating both staff and students. They should embrace the mission of engaging every student, every day, in every classroom in a safe and inclusive environment. This leader must value each student and support their development into responsible, productive citizens, empowering them to succeed. Additionally, the leader should possess the skills necessary to engage and work with a growing, diverse community, communicating effectively with all groups that make up the community. They should be knowledgeable about various pathways to student success, including academic and Career and Technical Education (CTE) programs. With a focus on continuous improvement, the leader should know how to raise school performance and student achievement while also enhancing parent and community engagement to foster strong partnerships with schools.

**Collaborative Leadership**

A collaborative leader will be essential for driving the district forward. The new leader should be willing to make necessary changes, whether through leadership development, restructuring roles, or, if necessary, personnel adjustments to meet the strategic objectives set by the Board. This leader should deeply value the work of staff, recognizing their contributions while also having the courage of their convictions to make tough decisions. Furthermore, they should celebrate the positive things happening within the district, including student accomplishments, and inspire others to do the same.

**Leadership Competence**

In terms of leadership competence, the ideal candidate must be an effective communicator, able to efficiently convey the Board's goals and direction to staff, parents, and the community. They should have strong conservative values rooted in a background of rural education, with excellent leadership abilities and outstanding listening skills. Honesty, transparency, and integrity should define their leadership style, and they must fully embody the district’s core values of building, respecting, uniting, supporting, and honoring.

**Visionary Leadership**

A visionary leader is needed who can bring the district's mission and vision to life through clear strategy and decisive action. This individual must be skilled at building relationships within the community and collaborating with other organizations that share the district’s goals.

**Financial Knowledge**

Additionally, they should possess strong financial acumen, with a robust educational background combined with a solid understanding of business principles and school finance.

**Experience Preferred**

Finally, while experience as a Superintendent is preferred, the ideal candidate should also bring related leadership and administrative experience to the role, demonstrating a proven ability to manage complex educational environments and lead successful teams.

**Salary and Benefits**: $150,000-$175,000 negotiated salary based upon experience, with a negotiated benefit package that includes family health insurance, with option to purchase dental and vision.

**Search Timeline:**

* Closing date for applications: **February 12, 2025**
* Board of Education selects finalists to interview: **February 25, 2025**
* Interviews with the Board of Education: **March 10-13th or TBD, 2025**
* Selection of new Superintendent: **March 25, 2025 or TBD**
* Start date: **July 1, 2025**

**Contact information:**

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**Consultant: Dr. Randy Zila** [**r\_zila@macnjake.com**](mailto:r_zila@macnjake.com)

*Weld RE-9 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.*