**Superintendent Search**

**Eaton RE-2 School District**

**Eaton, Colorado**

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**Position Description for** **Eaton RE-2 School District, Eaton, Colorado.**

The **Eaton RE-2 School District, Eaton, 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 Board of Educations**, 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:** 2,011 pk-12 students

**Location:** [The Eaton RE-2 School District encompasses the towns of Eaton and Galeton in central Weld County. The area is a school-centered community whose local partnerships enrich our community and maximize our students’ opportunities.](https://www.eaton.k12.co.us/district-profile) The region is stable with high-quality medical facilities near by. Our proximity to Denver and Rocky Mountain National Park provides students with access to museums, amenities, and events. It is a short drive to four different colleges/universities: Aims Community College, Colorado State University, Front Range Community College, and the University of Northern Colorado.

**The Qualifications**

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Eaton Board of Education seeks an inspirational leader who demonstrates these characteristics.

**Educational and Instructional Leadership**

We seek a dynamic leader with a student-centered focus dedicated to fostering a strong and diverse academic environment while promoting workforce-ready pathways. This leader will prioritize authentic connections with all students, supporting their well-being and success. They will actively monitor student achievement, holding the school community accountable for excellence while leveraging data-driven decision-making.

**Collaborative Leadership**

We envision a confident leader who values collaboration and is committed to building trust with the Board of Education, staff, parents, and the broader community. This superintendent will communicate clearly and precisely, enhancing district governance through teamwork. They will cultivate a culture of excellence by modeling high expectations for both staff and students, aligning with the core values of our rural community. It is essential that this leader embraces the small-town spirit of Eaton, focusing on educational priorities without diverting attention to social issues. A deep understanding of diverse and growing communities is crucial, along with an ethical and flexible approach to collaboration.

**Leadership Competence**

We are looking for an enthusiastic leader who will integrate seamlessly into the school community, partnering with local organizations. Trust-building will be prioritized, with a commitment to follow-through, authenticity and accountability. This leader will be highly visible in schools, extracurricular events, and community gatherings, fostering strong relationships across the district. Living within the district is essential for this role. Transparency will be key to promoting a culture of trust among administrators, teachers, staff, students, parents, and the greater community. A proven ability to recruit and retain high-quality staff is also critical.

**Visionary Leadership**

We need a forward-thinking leader passionate about navigating the evolving landscape of education. This individual will possess a clear vision for continuous improvement, building on the existing strengths of the district. They will promote innovation to maximize student success.

**Financial Acumen**

The ideal candidate will have proficiency in budget development and a solid understanding of school finance. They will demonstrate stewardship of public funds, ensuring keen oversight of new facilities and resources within the Eaton School District.

**Experience Required**

The Board of Education is seeking a candidate with a diverse background in education. Previous experience as a teacher and/or administrator is required.

**Experience Preferred**

Superintendent experience is preferred, as it demonstrates a capacity for overseeing district-wide initiatives and managing complex educational systems. We desire a leader who exemplifies integrity, humility, and a strong moral compass.

**Salary and Benefits:** $185,000-$210,000 based upon experience, with a negotiated benefit package that includes family health, dental and vision, and single life insurance

**Search Timeline:**

* Closing date for applications: **January 27, 2025**
* Board of Education selects finalists to interview: **February 10 TBD, 2025**
* Interviews with the Board of Education: **March 7 & 8 TBD, 2025**
* Selection of new Superintendent: **March 10 TBD, 2025**
* Start date: **July 1, 2025**

**Contact information:**

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**School Website:** [**www.eaton.k12.co.us**](http://www.eaton.k12.co.us)

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

*Eaton RE-2 School District is an Equal Opportunity Employer. The district does not discriminate based on 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.*