**EFFECTIVE:**  July 1, 2024
260 days/year

**POSITION SUMMARY:**
The Superintendent of Sheridan Schools, at the direction of, and in partnership with the Sheridan Schools Board of Education, serves as the lead administrator of the District. The superintendent models, communicates and implements the District’s vision, mission, strategic plan and overall educational direction by centering opportunity, access and inclusion as the core of the district’s work. To be successful, the Superintendent must prioritize and communicate strategic direction within the context of wide-ranging and potentially disparate factors that influence and/or impact the District. The Superintendent must create systems, structures and a culture that trusts and empowers leaders and staff throughout the organization to decisively move the work forward within their role.

* Possesses excellent people skills, presents a positive image of the district and will listen to input and make a decision when necessary.
* Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
* Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
* Demonstrates commitment to community visibility and is able to build consensus and commitment among individuals and groups with an emphasis on parental involvement.
* Is strongly committed to a “student first” philosophy in all decisions.
* Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community.
* Promotes positive student behavior conducive to a healthy learning environment.
* Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
* Promote a culture and strategy of continuous improvement throughout the organization to further the District’s vision, mission, and strategic plan
* Facilitate the implementation of innovative programming by working with all district departments in pursuit of program needs and goals.
* Lead the creation of a diverse learning community through active support of diverse recruiting practices, continued emphasis on culturally responsive teaching, and active engagement with community organizations.
* Lead and maintain a professional environment that fosters and recognizes high performance.
* In collaboration with administrators and educators, manage the development of long and short range educational objectives for the improvement and growth of the school district and educational activities of the district.
* In collaboration with administrators, educators, students and families, lead the  overall success in all aspects of the District.
* In collaboration with district leaders, ensure financial transparency and responsibility in the allocation of resources.
* Maintain an environment which builds capacity for leadership, responsibility, and accountability across all District staff.
* Lead, guide, direct and evaluate the work of executive leaders.
* Communicates in a manner that builds trust and gives thoughtful consideration to multiple viewpoints of staff, stakeholders and community, and does so through an approachable and inclusive model.
* Represent the District in civic and professional association responsibilities and activities in the local community, the state, and at the national level.
* Represent the interests of the District in State and Local legislative matters.
* Has the ability to make sense of complex situations and dynamics at the State, City and District level.
* Provide timely, consistent, concise and efficient communication to the Board of Education.
* Perform other duties as assigned and/or those described in Board Policy, as may be amended from time to time.

**QUALIFICATIONS**
The requirements listed below are representative of the education, experience, knowledge, skills, and/or abilities required for this position:

**Education and Training**

* Master’s degree required. PhD preferred.

**Professional Experience**

* Ten years combined educational experience required, of which at least five years must be administrative.
* Five years of building or district leadership experience.

**Preferred Experience**

* Experience in multiple levels of education
* Experience supporting culturally and linguistically diverse students and culturally diverse teaching
* Demonstrated experience with Special Education.
* 5-10 years of building leadership experience
* 5-10 years of district level leadership experience

**Knowledge, Skills and Abilities:**

* Proven skills and knowledge to manage, plan, organize and direct educational operations, communicate effectively, solve complex problems and develop staff.
* Demonstrated ability to create an environment of change, innovation and creative problem solving by focusing on a culture of serving the needs of students and families.
* Excellent oral and written communication and interpersonal relation skills.
* Demonstrated understanding of public school financing.
* Demonstrated strong project management skills.
* Critical thinking and problem-solving skills.
* Ability to communicate effectively with various stakeholders.
* Ability to manage multiple priorities and tasks with frequent interruptions.
* Proven record of successful leadership and mentorship
* Bilingual (preferred)

**Certificates, Licenses, and Registrations:**

* Criminal background check required for hire.
* Valid Colorado driver’s license required for hire.
* Principal or Administrator License

**Compensation:**  Competitive

**BENEFITS:**
Employees who are scheduled to work 30 or more hours per week are eligible to obtain district benefits which include medical, dental, vision, life and disability insurance and supplemental benefits.  Positions that qualify for benefits also qualify for leave which could include vacation and daily leave to be determined by the position and number of days assigned.  Sheridan School District No. 2 is a public employer and participates in the Colorado Public Employees’ Retirement Association (PERA). All employees are required by state statute to contribute 11%.

**APPLICATION INSTRUCTIONS:**
All interested and qualified applicants must complete an online application at [www.ssd2.org](http://www.ssd2.org/).  Incomplete applications and resumes received in lieu of applications will not be considered.  Selected applicants will be contacted for an interview.  This position will close March 1, 2024.

*In compliance with Titles VI & VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act and Colorado law, Sheridan School District No. 2  does not unlawfully discriminate on the basis of disability, race, creed, color, sex, gender identity, sexual orientation, marital status, religion, national origin, ancestry, age, or need for special education services in admissions, access to, treatment, or employment in educational programs or activities which it operates. Inquiries or complaints may be referred to Sandra Just, Human Resource Director at 720-833-6602 or to the Office for Civil Rights, U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Blvd., Suite 310, Denver, CO 80204. 310, Denver, CO 80204.*