

*An Invitation to Apply for the Position of
Superintendent*

***Palmyra-Bennet
Public Schools***



Palmyra, Nebraska

The Position

The **Palmyra Bennet District OR-1 Schools, Palmyra, Nebraska**, Board of Education, is seeking a highly qualified and fully certified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2020**.

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.

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.

TEAM BUILDER WITH STRONG COMMUNICATION SKILLS AND VISIBILITY

- ◆ Strong and proactive communicator that is able to bring two communities together while collaborating with all stakeholders
- ◆ Pays attention to both facilities and communities
- ◆ Able to engage and involve staff and admin team with BOE
- ◆ A leader who is highly visible at all school sites, activities, and community events

ACCOUNTABLE and APPROACHABLE

- ◆ Someone who won't be micromanaged
- ◆ Someone with attention to detail
- ◆ Able to delegate and empower staff
- ◆ Transparent

STRONG BUDGETING AND FINANCE SKILLS

- ◆ Able to explain budget and annual audit with a strong knowledge of Nebraska funding formula
- ◆ Able to strategically plan and communicate about future needs
- ◆ Seeks out grants and understands over-reliance on local property taxes

STRONG WELL-ROUNDED LEADER

- ◆ An innovator that is aware of demographic changes and able to plan ahead for necessary improvements
- ◆ Commitment to educational excellence for ALL students to include the pursuit of unique learning opportunities to help prepare students for future careers and work exploration
- ◆ Problem solver
- ◆ A leader who can recruit, develop, and retain high quality talent in regards to all staff
- ◆ Excellent decision-making abilities
- ◆ Strong integrity

Board of Education

The Board of Education consists of six members, elected to serve four-year terms. The incumbency of the members ranges from 3 to 18 years.

Name	Occupation	Years Served
Clayton Maahs	Agriculture/Small Business Owner	13
Doug Church	Retired Machine Operator	18
Jaimi Calfee	Nurse	11
Susan Royal	Office Manager/Small Business Owner	5
Brandon Desh	Civil Engineer	3
Lance Gee	Farming/Small Business Owner	3

The Community

- ◆ Population: Douglas:172 Palmyra: 564 Bennet: 997
- ◆ Location: Located 30 miles southeast of Lincoln along Highway 2, 60 miles southwest of Omaha.

Major employers exist in the Lincoln Metropolitan area. Bennet is the third fastest growing community in Nebraska. Palmyra is beginning to experience moderate growth. There are two hospital systems in Lincoln including St. Elizabeth and Bryan as well as a hospital in Syracuse. Lincoln offers robust postsecondary opportunities in career and higher education fields. Palmyra celebrates a village festival the first week of June and Bennet holds their annual parade on July fourth each year. There are numerous lakes and streams for fishing and all of the amenities offered by Lincoln. Lincoln offers numerous historical and cultural opportunities.



District Website: <http://www.districtor1.org>

The District

The district maintains a 1:1 ChromeBook initiative in grades 4-12, is a member of SENCAP dual credit academy, utilizes Canvas as a student management system, Planbook K-12, Character Education K-12 utilizing Character Counts, Second Step and 8 to Great, Completing a second strategic process led by Dr. Larry Dlugosh.

Current Facilities include full renovation of both campus existing building structures which were mostly constructed in 1982 and 1996. A recent bond election provided significant additions to both buildings including seven classrooms at Bennet Elementary and six at Palmyra High School as well as a new competition gym in addition to the existing gym spaces in Bennet and Palmyra.

Fast Facts:

- ◆ Current student enrollment of PK-12: 612
- ◆ Certified teachers: 54
- ◆ Support staff members: 42
- ◆ Building level school administrators: 2 Plus AD
- ◆ District level school administrators: 1
- ◆ 2019-20 general fund operating budget of \$8,860,575
- ◆ 2019-20 tax levies:
 - ◇ General Fund at \$0.7961
 - ◇ Building Fund at \$0.0507
 - ◇ QCPUF at \$0.0265
 - ◇ Bond Fund at \$0.1295
 - ◇ Total Levy of \$1.0029
- ◆ Assessed valuation:

District Beliefs

OR-1 will:

- ◆ Model and reinforce self-respect and respect for others.
- ◆ Provide equal opportunity for each student to develop his/her potential.
- ◆ Seek to develop a sense of individual responsibility and integrity.
- ◆ Seek and integrate educationally sound innovations in to the curriculum.
- ◆ Provide a safe learning environment.

County	2018-19	2019-20	increase/decrease	% change
Otoe County	\$319,981,345	\$322,596,602	2,615,257.00	0.81%
Lancaster County	\$244,487,808	\$262,697,891	18,210,083.00	6.93%

Mission Statement

“Together we prepare our students to successfully meet the challenges of the future.”

Vision Statement

District OR-1 commits to a course of action providing continued academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future high-tech facility and staffing needs.



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APPLICATION

available at

www.macnjake.com



An application for superintendent/principal should include:

- ◆ A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- ◆ A current résumé.
- ◆ A completed application form
- ◆ Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

- ◆ Closing date for applications: **December 19, 2019 (11:30 p.m. central time)**
- ◆ Board of Education selects finalists to interview: **January 6, 2020**
- ◆ Interviews with the Board of Education: **January 11, 2020**
- ◆ Selection of new Superintendent: **January 13, 2020**
- ◆ Start date: **July 1, 2020**

Palmyra Bennet District OR-1 Schools 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.