



## **Superintendent of Schools**

**District Vision:** A Place of Becoming

**Mission:** Together, we embrace a culture where all learners are empowered to pursue intellectual, personal, and collective excellence.

### **Core Beliefs:**

We believe in:

- Students being at the heart of our actions and decisions
- Educators that inspire, empower, and connect with students
- Relationships that are positive, productive, and collaborative
- Families and community as partners in learning
- Environments that are safe, welcoming, and supportive

Woodland Park School District Re-2  
Woodland Park, Colorado

## **The Community**

Woodland Park School District (WPSD) is nestled in the shadow of Pikes Peak approximately 20 minutes “up the pass” from Colorado Springs and 87 miles from Denver. At 8,465 feet the Woodland Park area provides an opportunity to enjoy the scenery, outdoor activities, and peaceful life of Colorado. The area is home to approximately 20,000 citizens, and includes the towns of Woodland Park, Divide, and Florissant. There is a great diversity in the socioeconomic make-up of the communities.

Woodland Park is a major hub for outdoor recreation offering hiking, biking, fishing, golfing, camping and many other opportunities that promote a healthy lifestyle and allow community members to enjoy the beautiful environment. The City recently renovated Memorial Park which sits in the center of town. The park offers a place for families and community members to gather and enjoy the wonderful amenities and view of Pikes Peak. The park is home to the Woodland Park Farmer’s Market in the summer which is the most popular farmer’s market in the Pikes Peak Region. The most recent addition to the City is the Woodland Park Aquatic Center. This state-of-the-art indoor facility provides endless enjoyment for our youth, adults, and senior citizens. An intergovernmental agreement between the City and WPSD provides opportunities for the District to incorporate swimming into the curriculum and develop competitive high school swim teams as well.

Education is the foundation for a vital community. The goal of the WPSD is to provide quality education through a strong community-school relationship. The community recognizes the importance of a strong education system. The WPSD shares a close working relationship with the city and county governments. Quarterly the Board of Education and superintendent meet with elected officials and other leaders in local government for discussion of current issues and collaboration. There are many enthusiastic parents and community members that are involved in the WPSD’s Building Accountability Committees, Parent-Teacher Organizations, and other volunteer educational programs. WPSD invites all area citizens to become partners with the District’s education staff, for they believe a PERSONAL INVESTMENT IN EDUCATION is an investment in the future of Teller County.

## **The District**

Woodland Park School District Re-2 encompasses the northern half of Teller County. The current enrollment is 2,512 PK-12. This size makes the District small enough to be responsive to student and constituent needs and yet large enough to offer a well-rounded instructional program. The District has 173 certified teachers, 144 classified staff, and 13 administrators. The District is home to three PK-5 elementary schools; one 6-8 middle school; one 9-12 high school; and one maintenance facility.

The educational programs of the District are focused on maintaining a balance between high academic achievement and learning skills combined to provide students the innovative, exciting instruction they will need as they grow up in a dynamic and changing society. Next Generation Learning is in full swing throughout the District. In addition, students participate in a full range of co-curricular activities including art, band, drama, forensics, and vocal music. The Elementary schools provide creative approaches to reach student’s interests and keep them engaged. The Middle School provides students with a customized curriculum through the Summit Basecamp Program. The High School is proud of the 127 varied course offerings including 5 Honors courses, 10 Advanced Placement courses, Blended Learning Program, and concurrent enrollment opportunities. Our students compete every year at the state and national levels in

many of our academic competitions, sports, and activities. Recent Woodland Park graduates have been awarded the Boettcher Scholarship, received appointments to the United States Air Force Academy and Merchant Marine Academy, and have been accepted to Georgetown, Stanford, Northwestern, Tulane, Vassar, University of Chicago, Washington University, and Colorado School of Mines, to name a few. The Class of 2017 earned scholarships with a dollar value in excess of \$4,250,000. The District prioritizes collaborative work among district staff through the alignment of curriculum, instruction, and assessments to the Colorado Academic Standards as well as state and national benchmarks.

The WPSD is fully accredited by the Colorado State Department of Education and the Colorado State Board of Education. The school district, in turn, accredits each individual school and monitors that accreditation on an ongoing basis. Most schools are accredited at the performance level.

In April 2016, the community passed a 1.09% city sales tax increase which provides ongoing financial support to our District. This generates approximately an additional \$2.1 million annually and is specifically targeted for spending on: Salaries & Benefits; COP Lease Payments (Mill Levy Reduction); Facilities & Maintenance; Technology; and Innovative Programming & Post-Secondary. Additionally, in November 2004, the District successfully passed a \$1.1 million mill levy override to support staff along with a \$14.6 million bond issue giving the District updated buildings.

The five-member Board of Education members are elected to four-year terms and serve without pay. The Board, on behalf of students, staff, parents and the community, holds itself accountable to the citizens of the District through Policy Governance. In fulfillment of this charge, the Board is committed to rigorous, continual improvement of its capacity to govern effectively through policy by defining its concerns in terms of values and its vision in terms of expectations.

| <b>Financial Information</b>        |               |
|-------------------------------------|---------------|
| Assessed Valuation                  | \$255,836,368 |
| Program Per Pupil Funding           | \$7,361       |
| Funded Pupil Count                  | 2,352         |
| <u>2017-2018 Fiscal Year Budget</u> |               |
| General Fund                        | \$29,855,084  |
| Risk Management Fund                | \$466,000     |
| Food Service Fund                   | \$1,141,478   |
| Designated Purpose Grants           | \$912,675     |
| Transportation                      | \$278,926     |
| Bond Redemption Fund                | \$39,503      |
| Pupil Activity Agency Fund          | \$1,031,000   |
| Total Appropriation                 | \$33,724,666  |

**Timeline**

|                            |                      |
|----------------------------|----------------------|
| Closing Date:              | January 19, 2018     |
| File Screening:            | Completed by 1/23/18 |
| Skype Screening Interview: | January 30, 2018     |
| Interviews:                | February 23, 2018    |
| Interview with Board:      | February 24, 2018    |
| Employment Start Date:     | July 1, 2018         |

*Note: In order to be considered a candidate for this position, a completed application including all materials must be **received** by Kelley Havin, Secretary to the Board of Education, by 4:00 p.m. Mountain Time on the application deadline date of January 19, 2018. All applications received after this date/time will not be considered.*

**Compensation**

The Woodland Park School District Re-2 Board of Education is offering a minimum salary of \$130,000 based on qualifications and experience. Family health coverage, disability insurance, life insurance policy, and district vehicle is provided.

## Qualifications

The following qualifications have been identified by the Board of Education, staff, and community to be of particular importance:

- Excel in communication with District Stakeholders
- Exceptional executive skills with experience in building effective relationships
- Ability to work with leadership team to implement strategic plan
- Inspire a culture of greatness, innovation, and growth throughout the district
- Courageous in making tough decisions for the district
- Knowledgeable of Colorado school finance, law, and assessment
- Straightforward, genuine, enthusiastic, energetic
- Ability to cultivate a positive and motivated work force
- Student-focused
- Highly visible in the schools and driven to become a part of the community
- Sound financial skills
- Ethical
- Prior superintendent/assistant superintendent or comparable administrative experience preferred
- Colorado Superintendents' License or ability to obtain (Information regarding Colorado licensing can be obtained from the Colorado Department of Education, 303/866-6628)

## Application Process

An application packet must include:

- A completed application;
- A current professional resume;
- Copies of credentials, placement papers (if not licensed copies of transcripts required);
- Recent (within the past two years) five letters of recommendation. The following is a suggested list: Board of Education member; administrator in your present district; teacher in your present district; colleague external to your present district (may be college professor or professional association); community representative or business leader.
- Answers to the following five questions, no longer than one typed page each:
  - 1). A positive and motivated work force not only leads to higher performance but also staff retention. In view of the current state of teacher shortages retention of high quality staff is essential. What are your experiences in developing an exceptional, positive, and empowering work environment that fosters employee retention?
  - 2). In recent stakeholder surveys the community identified positive student behavior as a priority. How would you grow a district culture of student accountability, responsibility, and pride?
  - 3). What have you found to be the most successful strategies in maximizing academic success?

- 4). As described in this packet, we have a small community and positive relationships are essential. What do you see as your role in Community Involvement? Describe how you will build strong and effective working relationships with all elements of the broader district community.
- 5). “Create a culture worthy of commitment, not a culture of compliance” (Mark Parrish, CEO, Igloo). What does this quote mean to you, regarding both the learning culture for students and the working culture for staff?

Please send your completed application packet including all materials to:

**Kelley Havin**  
**Secretary to the Board of Education**  
**Woodland Park School District Re-2**  
**P.O. Box 99**  
**Woodland Park, CO 80866**  
**Phone: 719/686-2012      E-Mail: [khavin@wpsdk12.org](mailto:khavin@wpsdk12.org)**

PLEASE NOTE THE FOLLOWING:

- If mailing UPS or FedEx be sure to send to our physical address: 155 Panther Way, Woodland Park, CO 80863
- For photocopying purposes, please do not bind materials
- All materials will be accepted and treated confidentially. When an applicant becomes a finalist, all records will become available for public inspection with the exception of letters of reference or medical, psychological, and sociological data.
- Applicants should not make direct contact with members of the board or administrative staff.

**Woodland Park School District Re-2 does not unlawfully discriminate on the basis of race, color, sex, religion, national origin, ancestry, creed, age, marital status, sexual orientation, genetic information, disability or need for special education services in admissions, access to, treatment , or employment in education programs or activities which it operates.**