



POSITION ANNOUNCEMENT FOR SUPERINTENDENT OF NACO ELEMENTARY SCHOOL

Naco Elementary School District No. 23, located in Cochise County, Arizona is located directly across the United States-Mexico border from its sister town, Naco, Sonora. Naco Elementary School District No. 23 serves the Naco community as well as surrounding school districts. At Naco Elementary, we are committed to providing our students with a multicultural and culturally responsive education. We are transforming our school district and the community by making a difference in the lives of our students. Our student population consists mainly of EL students.

SUPERINTENDENT PROFILE

Naco Elementary School District No. 23 is seeking a visionary leader who possesses the following key leadership attributes, characteristics, and qualifications:

Required Qualifications

- *Arizona Superintendent Certificate*
- *Master's degree from an accredited institution*
- *Ability to effectively communicate and collaborate with all stakeholders*
- *Ability to set a vision, lead, motivate, and be an advocate for student equity and success*
- *Knowledge of school finance, budget development, and management*
- *Knowledge of current teaching and learning concepts*
- *Knowledge of technology in education and Human Resources functions*
- *Experience in Operational and Facilities Management*
- *Experience with review and accountability of School Integrated Action Plan*
- *Successful collaborative work history with external partners such as business, community based organization, and ethnic/cultural organizations*
- *Successful experience in an administrative capacity in a public school for a minimum of three (3) years*
- *Experience and knowledge of EL/SEI standards and practices*
- *A minimum of five (5) years successful teaching experience in an educational setting*
- *Arizona principal certificate required*
- *School administrative experience required*

Preferred Qualifications

- *Bilingual/ Biliterate in English/Spanish (Highly Preferred)*
- *Experience in a multi-cultural educational setting*
- *Earned doctorate*
- *Arizona superintendent certificate not required, but preferred.*

SUBMISSION AND SELECTION PROCESS

Persons wishing to be considered for this position should submit an application package to Arizona School Boards Association (ASBA):

- Cover Letter (should succinctly address how you meet the Required and Preferred Qualifications of the position)
- Written Statement of your Philosophy of Education
- Current Resume
- Three (3) Current Letters of Recommendation
- Copies of Official Transcripts
- Copy of Arizona Superintendent Certificate

All materials submitted, as part of the application process, will remain confidential to the extent of the law, including any closed review sessions of the Governing Board. Once applications have been reviewed and screened, those selected will participate in interviews and a community forum.

SALARY & BENEFITS

Salary and benefits include a performance plan as prescribed by Arizona State Law. The employment term of contract will be as permissible by Arizona State Law. Final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and ability to meet criteria established by the Governing Board.

Applications will be treated confidentially. Applicants chosen to be interviewed will have their names released to the public. Applicants are not to contact any members of the board. The final selection and appointment is the sole responsibility of the Governing Board. The Naco Elementary School District is an equal opportunity employer that complies with applicable civil rights laws. The district does not discriminate on the basis of race, color, religion, sex, age, national origin or disability. For clarification and application inquiries, call Juan M. Franco at 520.432.5060.

Deadline to apply: *Open until filled*

ASBA's responsibility with this search is limited to advertising the position and collecting applications for the Governing Board's review. All other aspects of the search are being administered by the Naco School District.