



The Governing Board of Naco Elementary School District #23 announces a search for a new Superintendent. Qualified applicants are invited to apply for this exceptional opportunity.

## ***Community Profile***

The Naco Elementary School District is located in rural southern Arizona and serves the Naco community. This lightly populated community sits on rolling hills at an elevation of 4,610 feet and is sheltered by mountain peaks that reach up to 7,500 feet. Temperatures are moderate compared to Arizona's low desert region. The region records an average of 284 days of sunshine each year. An average of 16" inches of rainfall occurs during the years. Sierra Vista, 33 miles to the southeast is the region's major shopping area.

. For more information please go to [https://en.wikipedia.org/wiki/Naco,\\_Arizona](https://en.wikipedia.org/wiki/Naco,_Arizona)

## ***District Profile***

Naco Elementary School District No. 25 is comprised of one K-8 school with an average student population of 300. Naco students feed into Bisbee High School. The school facility is a modern structure with classrooms and supporting space. The facility has a library/media center that also houses a computer lab. A multipurpose room that includes a league regulation gymnasium, a performing arts wing, a full-service kitchen, and an administrative office also support the education program.

The Naco School community places a high value on academic achievement for all students. The Board and staff place a high value on a curriculum that is rigorous, innovative and well-rounded while always remaining responsive to the student's needs. Small class sizes allow teachers to give one-on-one support to each child.

Community members are encouraged to become involved in the school. Parents are active partners in the school supporting the site council and parent teacher organization. Volunteers also help in classrooms.

For more information please go to: <http://www.naco.k12.az.us/>

## ***Position Requirements***

The Governing Board of the Naco Elementary School District is seeking a Superintendent who will lead the District to higher academic performance and be a strong ambassador for the school in the community

### Candidate Essential Qualifications

- Arizona Principal Certification in place at the time of application or in process of applying
- Experience as a Principal in a public school
- Documented successful experience in leadership and management of a public school
- Arizona Superintendent Certification in place at the time of application or in process of applying (preferred)
- Experience as a Superintendent in a public school (preferred)

### Candidate Desired Characteristics and Experience

- An instructional leader who will raise student achievement for all students in the District
- A child-centered advocate for learning who demonstrates a belief that all children can learn and inspires others with this belief
- Plans and implements continuous improvement in all academic and operational areas
- Experience with special program administration
- Motivates, inspires staff, generates individual and team enthusiasm, and builds staff and community morale
- Delegates authority and responsibility when appropriate
- Experience with conflict resolution and bringing diverse, special interest groups together
- Must be an integral part of the community
- Experience in planning, managing, and evaluating district budgets
- Creative, innovative, authentic, honest, and genuine
- Effective communicator-listens and promotes two-way communication
- Takes responsibility for his/her actions and is accountable to stakeholders
- Strong interpersonal skills
- Bilingual-Spanish

## ***Salary and Contract Terms***

The salary range for this position is \$ 75,000-\$90,000. The actual salary for the successful candidate will be determined during contract negotiations and will be based on experience and professional preparation.

The Naco Elementary School District No. 23 offers a competitive benefit package including performance pay that will be finalized during contract negotiations.

## ***Search Timeline***

Vacancy Announced (5:00PM AZ time):	<b>April 26, 2019</b>
Deadline for Applications (12noon AZ time):	<b>May 17, 2019</b>
Applicant Screening with Governing Board:	<b>May 28, 2019</b>
Screened Applicants Interview with Governing Board/Forum:	<b>June 3, 2019</b>
Board of Directors Enters into Contract Negotiation:	<b>TBD</b>
Announcement of New Appointment: <i>(Subject to change)</i>	
Incoming Superintendent Assumes Duties: <i>(or as mutually agreed)</i>	<b>TBD</b>

### ***Additional Information***

The Naco Elementary School District has engaged the services of the Arizona School Board Association to direct a search for qualified candidates. Each finalist will visit the Naco campus at his/her expense to be interviewed by the Board of Directors. Board members may visit the communities of selected candidates as part of the final selection process. All applicants must submit an online application. To receive consideration, an applicant submission must be completed by May 17, 2019 and sent via the online application process. Please visit the ASBA website at [www.azsba.org/jobs/executive-search/](http://www.azsba.org/jobs/executive-search/) to complete the online application.

*Naco Elementary School District No. 23 is an Equal Opportunity Employer*