

# jackson public schools *Superintendent Search*

Jackson Public Schools is the second largest school district in Mississippi, serving approximately 30,000 students in the state's capital and only urban municipality. The Mississippi Department of Education has rated five of our schools as Star Schools, eight schools as High Performing, and twelve schools as Successful. The district is committed to raising the bar in performance expectations for all students and staff. Strong leadership is the key. Are you that leader?



## jackson public schools...the district

### Recent Points of Pride –

- 2011 John F. Kennedy Center for the Performing Arts National School of Distinction in Arts Education Award
- 2011 Mississippi Middle School Principal of the Year
- 2011 Mississippi Junior Science and Humanities Symposium Outstanding Teacher
- Competitors/Delegates to the 2011 International Science and Engineering Fair and the 2011 National Junior Science and Humanities Symposium
- 2010 General Mills Community Service Grand Champion
- 2009 and 2011 National Title I Distinguished Schools
- 2009 Mississippi Teacher of the Year
- 2009 Mississippi Administrator of the Year and 2010 Mississippi Administrator of the Year Runner-up
- 2008 U.S. Department of Education Blue Ribbon School
- District Accreditation as a Quality School System from the Southern Association of Colleges and Schools' Council on Accreditation and School Improvement (SACS CASI)
- **Recent Capital Improvements** – four new schools, five elementary school additions, new wings for a high school, four new athletic fieldhouses, and \$28 million in maintenance projects.
- **Special Programs** – International Baccalaureate, Advanced Academics and Performing Arts, Base Pair Science Mentorship with the University of Mississippi Medical Center, Montessori Education, Magnet High School for Health-Related Professions, Open Doors for the Intellectually Gifted, JROTC, and Strings in the Schools.

## jackson...the community

Jackson is the economic, cultural, educational, medical, and governmental hub of the state with a downtown that is undergoing an exciting revitalization.

**Cultural and Athletic Offerings** – opera, theater, ballet, symphony, jazz, blues, minor league baseball, and college sports. Jackson is the USA site for the International Ballet Competition and home of the Mississippi Blues Marathon.

**Colleges and Universities** – Jackson State University, Belhaven University, Hinds and Holmes Community Colleges, Millsaps College, Mississippi College and its School of Law, Tougaloo College, and the University of Mississippi Medical Center and its Schools of Medicine, Nursing, Health Related Professions, Dentistry, and Graduate Studies in the Health Sciences.

### quick facts

- 30,617 Students
  - African American - 97.61%
  - Asian - 0.12%
  - Hispanic - 0.72%
  - Native American - 0.01%
  - Caucasian - 1.54%
- Total Employees - 4,680
- Teachers - 1,936
  - National Board Certified - 81
- 61 Schools
  - 39 elementary schools
  - 12 middle schools
  - 8 high schools
  - Career Development Center
  - Capital City Alternative School
- Total Budget: \$273,680,000
  - Instructional - 65.87%
  - Other Instructional - 17.39%
  - General Administration - 3.56%
  - School Administration - 6.01%
  - Operations - 7.16%



For more information about Jackson Public Schools, visit [www.jackson.k12.ms.us](http://www.jackson.k12.ms.us).

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## qualifications

Jackson Public Schools Seeks A Superintendent Who...

- Is a strong communicator; speaking, listening, and writing.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Is strongly committed to a "student first" philosophy in all decisions.
- 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.
- Possesses excellent people skills and presents a positive image of the district but will listen to input and make a decision when necessary.
- Has knowledge of emerging research and best practice in the area of curriculum/instructional design and practice.
- Has knowledge of and successful experience in sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making.
- Is able to delegate authority appropriately while maintaining accountability.
- Is able to identify and select building and central office administrators who are capable of advancing the district vision.



## selection process

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by law. After all applications are reviewed and preliminary interviews conducted by the consulting firm, the names of semifinalists will be presented to the Jackson Public Schools' Board of Trustees for its consideration.

Selection of candidates for final interviews is the sole responsibility of the school board.

Trustees may elect to visit communities of finalists for superintendent. All inquiries should be directed to Ray and Associates Inc. Candidates should not contact members of the Jackson Public Schools' Board of Trustees or the Jackson Public Schools' offices.



## *salary and benefits*

The salary will be in the range of \$200,000 plus an excellent comprehensive benefit package in addition to retirement benefits through the Mississippi Public Employees' Retirement System. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting Board criteria.

## deadlines & application process

The Jackson Public Schools' Board of Trustees encourages all qualified candidates to apply. The board has engaged Ray and Associates Inc. as consultants in the nationwide search. Jackson Public Schools is an equal opportunity employer.

### **Application deadline is March 7, 2012.**

Apply online at [www.rayassoc.com](http://www.rayassoc.com). Do not contact the district or board directly.

### **Please direct questions to:**

Ray and Associates Inc.  
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Phone: 319.393.3115  
Fax: 319.393.4931  
E-mail: [glr@rayassoc.com](mailto:glr@rayassoc.com)

