

*An Invitation to Apply
for the Position of*

Superintendent

Gibbon Public Schools



Gibbon, Nebraska

The Position

The **Gibbon Public Schools, Gibbon, 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, 2017.

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 has drawn the following desired characteristics from the responses provided during the input process:

- Able to make short and long terms plans for the district and have a vision for the future of education.
- A leader who is organized, confident, understanding of all issues and people and a consistent decision maker.
- Must have high expectations of students and staff in all areas of education and all extra curricular activities.
- Have the ability to communicate with the school board, is trustworthy, accountable and is able to solve problems and make effective decisions.
- Is a level-headed listener who genuinely enjoys people, is friendly and develops relationships with staff and students.

Note: Successful candidate must reside in the Gibbon School District boundaries

The Community

Gibbon, Nebraska is centrally located near I-80 on U.S. Highway 30 between Kearney and Grand Island. The city's population is 1851.

Major employers in the community are Gibbon Packing Inc. and Gibbon Public Schools.

The city of Gibbon has a weekly newspaper, five restaurants, a grocery store, a bank, two insurance agencies, three convenience stores, Dollar General, and a screen printing shop as well as other valuable services.

There is a dental clinic in the Gibbon community. Excellent medical facilities and health care services are available in Kearney through Good Samaritan Health Systems and Kearney Regional Medical Center.

Recreational and educational activities include Valley View Golf Course, municipal swimming pool, city parks, baseball and soccer fields, Windmill State Recreation Area, Gibbon Public Library, Gibbon Heritage Center Museum and nearby Rowe Sanctuary/Ian Nicolson Audubon Center.

Community organizations and activities include the American Legion and Auxiliary, Chamber of Commerce, DAR, Extension and Garden Clubs, P.E.O., Volunteer Fire & Rescue Department, Youth Scout Organizations, Youth Sports, and an annual Fourth of July Parade celebration.

Higher education opportunities are available from the University of Nebraska at Kearney and Central Community College campuses in Kearney, Grand Island, and Hastings.

The District

District website <http://gibbonpublic.org>

Built in 2009, Gibbon Public Schools is a Preschool-12 grade Class III system with one facility centrally located in the community with an enrollment of 610 students. The staff includes 3 administrators, 49 certified teachers, 44 classified employees and 3 contracted employees. The teachers have an average of 15.8 years of experience. Approximately 44 percent of the student population is Hispanic.

A comprehensive curriculum designed to fit the needs of our diverse student learners is offered and may exceed that of other schools our size in Nebraska. Extensive technology is available to students. The school district has three computer labs and a Distance Learning Lab. School is 1-1 with iPads K-12 and 1-1 with Windows laptops for juniors and seniors. iPads are managed with JAMF software. Live streaming of home athletic events and other popular events is done regularly. A video production studio is used to create monthly episodes of Buffalo Television.

Extracurricular activities include FBLA, FCCLA, National Honor Society, FCA, STUCO, Quiz Bowl, one act play, all school musical, speech, yearbook, band, jazz band, choir, swing choir, football, volleyball, cross country, soccer, boys and girls golf, boys and girls basketball, wrestling and track. Elementary activities include Invention Convention, Sing Around Nebraska, Student Ambassadors, Family Fun Nights, and an active elementary parent organization.

The assessed valuation for the district is \$548,670,393 (Buffalo County) and \$63,414,897 (Kearney County), with an operating budget of \$7,470,010.

Mission Statement

*By employing a **quality, team-oriented staff** that is dedicated to students, Gibbon Public Schools will be **high-achieving and competitive** in academics and extra-curricular activities while producing **well-rounded, respectful students** that model a positive attitude.*

Board of Education

The Board of Education consists of six members who are elected to serve a four-year term. The incumbency of the Board members range from two to ten years.

Name	Occupation	Years Served
Mr. Greg Smyth, President	Farmer	10 years
Ms. Kimberly Wadkins, Vice President	Speech- Language Pathologist	8 years
Mr. Scott Baker, Secretary	Manager	6 years
Mr. Brian Kroll, Treasurer	Farmer Fertilizer and Trucker Business	4 years
Mr. Brandon Kee, Member	Transmission System Operator (NPPD)	2 years
Ms. Nery Flores, Member	Custodian and Translator	4 years



APPLICATION & SELECTION PROCEDURE

available at www.macnjake.com

MCPHERSON  **JACOBSON, LLC**

7905 L St., Suite 310, Omaha, NE 68127
Phone: (402) 991-7031 Fax: (402) 991-7168
E-mail: mail@macnjake.com www.macnjake.com

An application for superintendent 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 contact board members directly. 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 Timeline:

- Closing date for applications: **January 5, 2017 (11:30 p.m. central time)**
- Board of Education selects finalists to interview: **TBD (late January 2017)**
- Interviews with the Board of Education: **January 30-February 2, 2017**
- Selection of new Superintendent: **February 6, 2017**
- Start date: **July 1, 2017**

Gibbon Public Schools is an Equal Opportunity Employer.