



Jennings School District

2559 Dorwood Drive, Jennings, MO 63136 ♦ www.jenningsk12.org

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An invitation to apply for the position of

Superintendent of Schools

ANNOUNCEMENT OF VACANCY

The Jennings School District seeks an outstanding educational leader for the position of Superintendent of Schools and invites qualified and interested candidates to apply. The Search Committee's goal is to have the new superintendent assume responsibilities of the superintendency on or about July 1, 2021.

JENNINGS SCHOOL DISTRICT

The district serves approximately 2,500 PK-12 students at 8 schools — Fairview Primary, Fairview Intermediate, Northview Elementary, Woodland Elementary, Hanrahan Elementary, Johnson Jennings Junior High School and Jennings Senior High, and Jennings Education Training School (JETS), which is a K-12 alternative school. The new superintendent will work with educators and community members to create an environment that builds on the current success and promotes a continued commitment to student learning and system wide success.

The mission of Jennings School District is to ensure that each student develops a passion for learning through challenging curricula: rigorous academic standards; innovative stimulating educational environments and a passion that education is a lifelong pursuit. The district strives to provide for the diverse needs, interests, and abilities of all students, and staff members are accountable for maintaining an environment that promotes the total growth and development of each learner. Providing real-world opportunities for students, continuous improvement among professionals, and building strong partnerships with families and the community are an essential part of the Jennings Warrior Way.

ABOUT THE AREA

Jennings School District has a long and distinguished history, extending back over 125 years to 1871. The Jennings School District is located primarily in North St. Louis County and is adjacent to and serves a small portion of the City of St. Louis and Ferguson, Missouri. It is composed of three small townships, Jennings, Country Club Hills, and Flordell Hills, with a total population of approximately 20,000.



CANDIDATE PROFILE

Qualified candidates, at minimum, are expected to meet the following general performance standards for a superintendent:

- Demonstrate leadership through empowering and inspiring others within the organization, by visioning, and shaping a positive and productive school and district culture;
- Work effectively with the board to formulate district policy, define mutual expectations of personnel performance, and demonstrate effective district governance to all staff, students and the community at large;



- Establish and sustain effective communications with the board, students, staff, parents and the community as a media and responding to community feedback;
- Ability to gather and analyze data for decision-making and to provide recommendations to the board for effective and efficient allocation of district resources;
- Possess knowledge about and ability to promote effective teaching techniques throughout the district and to facilitate use of instructional resources to maximize student achievement for all students;
- Demonstrate skills in developing and implementing up-to-date staff performance evaluation systems and applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal;



- Strong financial, school funding, bonds, tax levy, and managerial background;
- Gain or have experience in managing a foundation and fund-raising;
- Extensive instructional leadership, curriculum/instruction experience;
- Very knowledgeable in Missouri law, DESE, and reform issues;
- Understand and model appropriate value systems, ethics, and moral leadership and exhibit multicultural and ethnic acumen, coordinating with social and human services, as appropriate, to help students grow and develop;
- Lead, collaborate, and provide technical assistance to the board and stakeholder regarding labor relationship negotiations, contracts effectively, while keeping abreast of legislative changes affecting the district, region, and state;
- Maintain attention on the attainment of district mission and goals, as adopted by the board, report progress toward goal attainment on a regular and periodic basis.

CONTRACT PROVISIONS

Jennings School District expects to offer the successful candidate a three-year employment contract based on a compensation package commensurate with the new superintendent's qualifications, credentials, and experience. Provisions of the contract will be competitive for the region.

Jennings School District is an Equal Opportunity Employer

Completed application packets are comprised of the following:

- Cover letter outlining qualifications for position and interest in this specific position.
- Copy of updated, complete resume which includes a chronology of work history and educational background and a preferred email address and phone contact.
- Philosophies of Leadership, Education, and Management (no more than one page each).
- Copy of Missouri Superintendent certification or evidence of eligibility.
- Copies of transcripts for all degrees held from all granting colleges/universities.
(*Finalist candidates will be required to supply official transcripts.*)
- Three signed letters of reference from current or former employers and professional contacts. (*Please limit reference letters to three letters written within the past year.*)



Application packets are due via email to Board's Secretary, Mrs. Yolanda Elkins, by 2 p.m. on January 25, 2021. Applications MUST be submitted as ONE PDF file and emailed to elkinsy@jenningsk12.us. Applications will be reviewed upon receipt and interviews may be conducted on a rolling basis. Applications will be accepted until a candidate is selected, but no later than the deadline above. All inquiries related to the open position should be addressed to the Board and directed to: Mrs. Yolanda Elkins (314-653-8003 or elkinsy@jenningsk12.us). Responses may be provided by email.