An Invitation to Apply for the Position of

Superintendent

North Allegheny School District

Wexford, Pennsylvania
The Position

The North Allegheny School District, Wexford, a suburb of Pittsburgh, Pennsylvania School Board, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on or before January 1, 2021.

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 School Board 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 developed the following desired characteristics.

1. A student-centered and forward-thinking educational visionary; with a deep understanding of modern learning and the skill sets students need to be successful in a changing world, as well as a proven commitment to updating curriculum and teaching practices. One who values the "whole" child and supports Academics, Athletics, and Arts.

2. An experienced educational leader, with an understanding of Western Pennsylvania preferred, who can demonstrate successful management of challenging budgets, who has maintained stable district strategic direction over time, and who has a history of guiding and developing strong relationships with Boards.

3. A servant leader who is ethical, humble, compassionate and honest, who values constructive criticism and develops a high performing staff through relationships, mentorship, and positive instructional leadership.

4. A decision-maker who has demonstrated ability to develop effective solutions by working with staff and community to get feedback and buy-in, and who also can make difficult decisions for the good of the district as a whole.

School Board

The School Board consists of nine members, elected to serve four-year terms. The incumbency of the members ranges from 0.5 to 8.5 years.

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<thead>
<tr>
<th>Name</th>
<th>Occupation</th>
<th>Years Served</th>
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<tbody>
<tr>
<td>Mr. Richard McClure</td>
<td>Penna. Commercial Mgt., Pres.</td>
<td>4.5</td>
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<tr>
<td>Mr. Andrew Chomos</td>
<td>Senior VP, Inspirata, Inc.</td>
<td>2.5</td>
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<tr>
<td>Mrs. Libby Blackburn</td>
<td>Retired</td>
<td>8.5</td>
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<tr>
<td>Mrs. Marcie Crow</td>
<td>Middle School Teacher/Elementary ELA Certified</td>
<td>0.5</td>
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<tr>
<td>Mr. Kevin Mahler</td>
<td>Research Director, Schmidt Market Research</td>
<td>6.5</td>
</tr>
<tr>
<td>Mrs. Allyson Minton</td>
<td>Volunteer, NA School District</td>
<td>2.5</td>
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<tr>
<td>Mr. Scott Russell</td>
<td>Information Technology</td>
<td>6.5</td>
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<tr>
<td>Mrs. Elizabeth Warner</td>
<td>Volunteer, NA School District</td>
<td>0.5</td>
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<tr>
<td>Mrs. Shannon Yeakel</td>
<td>Dir. of Real Estate Dev. &amp; Sustainability,</td>
<td>0.5</td>
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<td>Dick's Sporting Goods</td>
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North Allegheny School District, a top ten PA School District, is dedicated to providing a high quality, comprehensive education to all students. The District serves the municipalities of Bradford Woods Borough, Franklin Park Borough, Marshall Township, and the Town of McCandless, encompassing a total of 48 square miles. This attractive suburban-residential community (pop. 45,000+) is located twelve miles north of Pittsburgh. New housing developments and transferee's moving into the area help maintain a steady enrollment. A solid and growing tax base helps maintain economic stability. North Allegheny is the largest suburban school district in Allegheny County and one of the largest employers in the North Hills of Pittsburgh, employing over 1,000 people.

Shared Values
We will exceed the expectations of those we serve.
We believe:
◊ All individuals can learn.
◊ Learning is a life-long process that occurs inside and outside of the classroom.
◊ Learning occurs best in a safe, nurturing, and respectful environment.
◊ Effective teaching is both an art and a science that results in increased levels of critical thinking, achievement, and growth.
◊ Embracing, valuing, and promoting diversity enriches our community and learning experiences.
◊ Integrity, trust, compassion, and open communication are hallmarks of an excellent educational community.
◊ Educational excellence requires effective leadership, high expectations, teamwork, and the responsible utilization of resources.
◊ Collaboration among students, parents, staff, and community enriches our ownership of the educational process.

Goals
North Allegheny’s Internal Comprehensive Planning process resulted in the development of six major Goals through which the District can realize its Mission. The Goals also provide the foundation or framework upon which the District’s Administrative Work Plan is built. Goals possess the inherent power to guide the actions of the organization. They are a broadly stated means of deploying resources and energy within the District. The Goals in the North Allegheny School District include:
◊ **Goal #1 Academic Achievement** - We will promote the achievement of all students at the highest level of their individual abilities in all areas.
◊ **Goal #2 Safe and Supportive Schools** - We will provide a safe, welcoming, and well-maintained learning environment.
◊ **Goal #3 Stewardship** - We will maximize efficiencies in all areas of the District for the continuous improvement and optimization of resources.
◊ **Goal #4 Curriculum and Professional Practice** - We will offer high quality instruction built upon a dynamic curriculum that fosters creativity, critical thinking, and life-long learning.
◊ **Goal #5 Innovation** - We will innovate our educational practices and become leaders in technology integration.
◊ **Goal #6 Community Engagement** - We will foster a collaborative culture that invites and celebrates community support and participation.
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 directly contact board members. 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 Time Line**

- Closing date for applications: **August 3, 2020 (11:30 p.m. central time)**
- School Board selects finalists to interview: **Late August/early September 2020**
- Finalists Interviews with the School Board: **Mid-September 2020**
- Selection of new Superintendent: **Early October 2020**
- Start date: **On or before January 1, 2021**

North Allegheny School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.