

## Application Process

An application must include:

1. A completed and signed Applicant Summary ([www.casb.org/administrative-openings](http://www.casb.org/administrative-openings))
2. A current professional resume
3. Transcripts, placement papers and/or credentials requested by you from a college or university placement center (**photocopies are acceptable**)
4. Three recent letters of recommendation (***dated within the past two years***)
5. Names, addresses, e-mail addresses and phone numbers of three references with current, relevant knowledge of the applicant's qualifications
6. Answers to the following four questions, citing examples of past experiences, no longer than two typewritten pages each:
  - A. What strategies would you employ to maintain quality programs and recruit and retain quality staff in a community that is struggling economically and resistant to tax increases?
  - B. What actions would you take to form effective relationships with staff, community and other governmental agencies to provide for clear communications, build trust and create a unity of vision?
  - C. What procedures have you implemented in your current position to maintain fiscal control and responsibility? Explain how you resolve budget conflicts among competing interests.
  - D. How do you evaluate academic programs to ensure that students are competitive outside of Salida when they graduate?

All materials will be accepted and treated confidentially. In accordance with Colorado law, when an applicant becomes a finalist, all records will become available for public inspection with the exception of letters of reference and medical, psychological and sociological data.

Applicants should not make direct contact with members of the board or administrative staff.

Salida School District R-32-J is an equal opportunity educational institution and will not discriminate on the basis of race, color, national origin, ancestry, age, marital status, religion, gender, handicap/disability, sexual orientation or veteran status.

**INCOMPLETE APPLICATION PACKETS  
WILL NOT BE CONSIDERED**

For an application packet/address all application materials:

**Ms. Debbie Flynn  
Salida School District R-32-J  
Superintendent Search  
Colorado Association of School Boards  
1200 Grant Street, Denver, CO 80203-2306  
Phone: 303/832-1000 – [dflynn@casb.org](mailto:dflynn@casb.org)**

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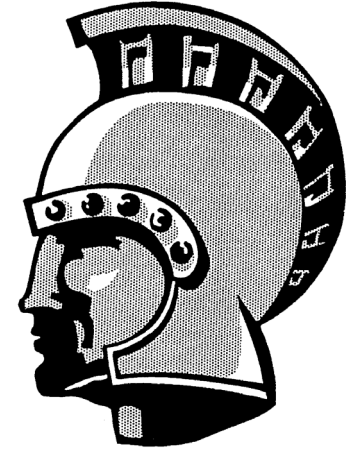
Salida School District R-32-J  
Superintendent Vacancy Brochure and  
Applicant Summary can be  
downloaded and printed at:  
([www.casb.org/administrative-openings](http://www.casb.org/administrative-openings))

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**Visit the district's website at  
[www.salida.k12.co.us](http://www.salida.k12.co.us)**

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## Announcement of Vacancy Superintendent of Schools



**Salida School District R-32-J  
Salida, Colorado**

### Mission Statement

*"The mission of the Salida School District, in active partnership with family and community, is to ensure that each and every student is prepared to succeed in life, by providing quality instruction and progressive curriculum in a secure and challenging environment which will empower students with the skills necessary to achieve their greatest potential."*

## The Community

Salida is known as “The Heart of the Rockies”. Located three hours southwest of Denver and two hours west of Colorado Springs, Salida is within driving distance of all the regional attractions that Colorado and the Four Corners area have to offer. Salida is the county seat of Chaffee County with a population of 5,500, and is the largest downtown historic district in Colorado.

Salida is nestled in the Arkansas River Valley surrounded by spectacular mountains. Fifteen peaks in Chaffee County rise over 14,000 feet—more than anywhere in America. Salida is a great setting for year-round adventures including biking, hiking, fishing, hunting, skiing, rafting/kayaking, or simply enjoying the views. Tourism has become an obvious driver in the local economy; add to this a strong arts community, and you will find something for everyone. Other important businesses include construction, health care, county and municipal governments, ranching, nearby correctional facilities and the school district.

The citizens of the Salida community are very active in community events and organizations, many which are geared toward the youth. The Salida Steamplant Performing Arts Center and Conference Center is a central location for regular entertainment and events, and an original Carnegie Library enriches the town. Colorado Mountain College Campus is located 20 miles north with many extension classes offered in Salida. The new Heart of the Rockies Regional Medical Center provides a full range of medical services.

## The School District

The Salida School District prides itself in offering a wide range of academic, co-curricular and extracurricular activities with many successes attributed to the dedicated staff. In addition to the core areas, the district provides K-12 programs in music, visual arts, technology and physical education. The district boasts a very successful Headstart Program and is beginning an Early Head Start Program. The secondary curriculum includes several advanced placement classes in addition to an array of electives including auto

mechanics and building trades. Upper-level classes in math, science, language arts, history and technology have prepared students to be successful at major colleges and universities. From the 2009 graduating class, 73% of the graduates are going on to higher education. In the class of 2009, 63% of the college bound graduates received some type of scholarship assistance (60 scholarships totaling over \$425,500).

Some specific examples of district successes include: state assessment scores at or above the average; ACT scores above both state and national averages; and state championships in Jazz Band, Symphonic Band, Concert Band, Knowledge Bowl and MatchWits. In addition, several students have won Boettcher Scholarships and the district has won state Championships in several sports – most recently the Boys Cross Country in 2009.

The district’s nearly 1,200 students are housed in four campuses: Salida Early Childhood Center (6 weeks - 4 years); Longfellow Elementary (gr K-4); Salida Middle School (gr 5-8); and Salida High School (gr 9-12), and Horizon Exploratory Academy (gr 9-12). Two alternative learning classrooms, Crest Academy and Strawberry Door, offer additional program options. All of the district buildings are served with a wireless 3G network, providing excellent network and Internet access.

## Timeline

Application Deadline	March 16, 2010
Interviews	April 7 & 8, 2010
Date of Employment	July 1, 2010

Note: In order to be considered a candidate for this position, a complete application packet must be received at the Colorado Association of School Boards offices by 3:00 p.m. Mountain Time on the application deadline of March 16, 2010. application materials received after this date/time will not be considered.

## Compensation

The Salida R-32-J Board of Education is offering a minimum salary of \$98,000. A comprehensive benefits package is also offered.

## Qualifications

The board of education, staff and community have determined the following qualities to be essential to the success of their future superintendent. We desire a superintendent who:

- has a strong focus on student achievement
- is a positive, collaborative, decisionmaker
- is committed to providing long-term leadership
- possesses a solid understanding of Colorado school finance law and networking
- is open, honest and straightforward
- understands rural schools and communities
- is accessible and exhibits strong communication skills
- will be highly visible and involved in schools and community
- Previous superintendent experience preferred

Information regarding licensing can be obtained from the Colorado Department of Education @ [www.cde.state.co.us](http://www.cde.state.co.us) or (303) 866-6628.

## Financial Information

Assessed Valuation	\$ 205,550,844
General Funds	
Per Pupil Expenditure	6,989
Budget Year 2009/2010	
General Fund	\$ 12,677,006
Pupil Activity Fund	403,424
Food Service Fund	498,342
Trust Fund	183,882
Bond Redemption Fund	1,166,278
General Fund Reserves	2,393,603
(Fund Balance per Audit 2009 less 3% Tabor of \$330,000)	
Total Appropriation	\$ 17,285,392