**Superintendent**

**East Otero School District**

**La Junta, Colorado**

**Apply to** [**www.macnjake.com**](http://www.macnjake.com)

**Position Description for East Otero School District, La Junta, Colorado**

The **East Otero School District, La Junta, Colorado**, Board of Education, is seeking a highly qualified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **August 1, 2025**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in association with the **Colorado Association of School Boards** and the **Colorado Association of School Executives**, 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.

**Enrollment:** 1,148 students

**Location:** 60 miles east of Pueblo, Colorado

**The Qualifications**

The Board of Education understands the immense responsibility of selecting a superintendent, a decision crucial to the district's success. The Board seeks an individual with the background, skills, and abilities to not only navigate the complexities of rural education but also drives excellence in educational leadership.

This means finding someone with both classroom and administrative experience, who can bridge the gap between theory and practice. In-depth knowledge of Colorado's specific legal requirements around meetings and records management is also essential. Ultimately, the Board is looking for a superintendent who embodies the following qualities:

* **Leader** – A humble person who demonstrates unwavering integrity, cultural competency and ethical decision-making. A strong innovative collaborator who fosters leadership development in staff and implements a positive learning culture in a system of excellence. A leader devoted to growing individuals through coaching and is outcomes-based and results-oriented.
* **Visionary** – An individual who builds excellence through research and demonstrates the ability to drive innovation across all levels, from classrooms to the community.
* **Communicator** – A transparent and trustworthy communicator who uses technology-based platforms and social media effectively to engage staff, parents, students, and the community.
* **Visible** – An individual who will become integrated into the community through attending school and community events, engages with local businesses, and participates in community forums that would benefit the district. Translates research into actionable strategies for classroom, school board, buildings, and community improvement.
* **Accountable** – An individual with strong financial management skills and commitment to fiscal responsibility that includes Colorado school finance and budgeting, capital projects, bond financing, grant writing, cost analysis and management. Leads with clear and common-sense procedures, policies, and practices that provides opportunities for staff to feel empowered while holding them accountable for student success.

***Required:*** Masters- emphasis in educational leadership preferred.

**Compensation Package:** **$115,000-145,000** **plus comprehensive benefits package**

**Search Timeline:**

* Closing date for applications:  **July 7, 2025 (11:30 p.m. central time; 10:30 p.m. Mountain Time)**
* Board of Education selects finalists to interview: **July 11, 2025**
* Meet & Greet/Community Forum: **July 18, 2025**
* Interviews: **July 19, 2025**
* Selection of new Superintendent: **July 22, 2025**
* Start date: **August 1, 2025**

**Contact information:**

McPherson & Jacobson, L.L.C.

11725 Arbor Street, Suite 220

Omaha, NE 68144

888-375-4814

Email: [apps@macnjake.com](mailto:apps@macnjake.com)

**School Website:** [**http://www.lajuntaschools.org**](http://www.lajuntaschools.org)

**Consultant Dr. Henry Roman** [**h\_roman@macnjake.com**](mailto:h_roman@macnjake.com)

*The East Otero 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.*