**Superintendent**

**Weld RE-8 School District**

**Fort Lupton, Colorado**

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**Position Description for Weld RE-8 School District**

The **Weld RE-8 School District, Fort Lupton, Colorado**, Board of Education, is seeking a highly qualified and fully licensed **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2025**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in association with the Colorado Association of School Boards, have 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:** 2,500 student’s pk-12

**Location:** This rural community is situated in southern Weld County along the banks of the South Platte River. Fort Lupton provides a perfect middle-of-the-road town for those who commute along the most significant cities in the state of Colorado. Located on the southern edge of Weld County, Fort Lupton provides a gateway to other major cities within an hour's drive, such as Denver, Greeley, Fort Collins, and Boulder. Conveniently located near major highways like I-76, Highway 52, and Highway 85, Fort Lupton is the perfect home away from noisy cities. With a population of just under 10,000 people, Fort Lupton has a diverse population in the city, with 4700 of those residents identifying as Hispanic. With attractions like the Southern Plate River, Coyote Creek golf course, and the Fort Lupton History Museum, Fort Lupton provides residents a peaceful and enjoyable environment.

**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:

**Educational and Instructional Leadership**

We seek a dynamic, student-centered leader dedicated to fostering academic excellence, literacy development, and college and career readiness. This leader will champion strong reading, writing, and technical education (CTE) programs while building authentic relationships with all students. They will monitor student achievement closely, holding all stakeholders accountable for excellence. The ideal candidate will guide the strategic development of the district to meet the educational needs of a diverse population, demonstrating a deep understanding of and respect for diverse learners. Strong project management skills and the ability to build a high-performing team of administrators and teachers are essential.

**Collaborative Leadership**

The ideal candidate will be a confident, collaborative leader dedicated to building trust with the Board of Education, staff, parents, and the broader community. Clear and precise communication is essential for enhancing district governance and teamwork. This leader will cultivate a culture of excellence by modeling high expectations for staff and students, aligning with the core values of the Fort Lupton School District. Embracing the small-town spirit and fostering unity across a diverse community is crucial. The candidate must also promote parental engagement, prioritize transparency, and build strong relationships across all levels.

**Leadership Competence**

We are looking for an enthusiastic leader dedicated to becoming an integral part of the Fort Lupton school community. Trust-building, active listening, and engagement with diverse groups will be key priorities. This leader will be highly visible in schools, extracurricular events, and community gatherings, fostering relationships that promote district-wide success. Residency within the district is essential. Additionally, they should have a proven ability to recruit and retain high-quality staff and a strong commitment to teacher support for student success.

**Visionary Leadership**

The successful candidate will be a forward-thinking leader, passionate about navigating the evolving educational landscape. They will develop and implement a strategic plan to enhance staff recruitment and retention, promote innovation, and maximize student outcomes. They will also celebrate the achievements of students and staff while recognizing and valuing community support for the school district.

**Financial Acumen**

The ideal candidate will have expertise in budget development and a solid understanding of school finance, including grants and other financial supports. They will demonstrate strong fiscal stewardship and oversee facilities and resources responsibly. Experience in leading initiatives related to bond or mill levy support is highly desirable.

**Superintendent Requirements**

A Colorado Principal’s License is required, with an administrative license preferred. Candidates should have administrative experience at both the building and central office levels. Previous superintendent experience is preferred to demonstrate the capacity for managing complex educational systems and district-wide initiatives. We seek a leader who exemplifies integrity, humility, and a strong moral compass. Bilingual skills are valued and considered an asset for this role.

**Salary and Benefits**: $185,000-$210,000 negotiated salary based upon experience, with a negotiated benefit package that includes family health insurance.

**Search Timeline:**

* Closing date for applications: **March 24th, 2025**
* Board of Education selects finalists to interview: **April 10th,2025**
* Interviews with the Board of Education: **April 22 & 23, 2025**
* Selection of new Superintendent: **April 28th or TBD**
* Start date: **July 1, 2025**

**Contact information:**

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**School Website:** [**https://www.weld8.org**](https://www.weld8.org)

**Consultant: Dr. Randy Zila** [**r\_zila@macnjake.com**](mailto:r_zila@macnjake.com)

*Weld RE-8 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.*