**Superintendent**

**Bayfield School District**

**Bayfield, Colorado**

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**Position Description for Bayfield School District, Bayfield, Colorado**

The **Bayfield School District, Bayfield, Colorado, Board of Education** is seeking a highly qualified **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, 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:** 1,183

**Location:** Bayfield is a small rural community located 320 miles southwest of Denver between Pagosa Springs and Durango. The climate boasts moderate temperatures and low humidity year round. Most snowfall is from January through March. Bayfield’s elevation is 6,900 feet, which contributes to the well-defined seasons. Vallecito Lake is ten miles north of Bayfield and Navajo Lake is 18 miles southeast. The Weminuche Wilderness, San Juan National Forest and BLM lands surround the town and provide hiking, backpacking, camping, snowshoeing, cross country skiing, fishing and hunting opportunities. Two ski resorts are within a one and a half hour drive. Wolf Creek ski area is east and Purgatory Resort is north of Durango on Highway 550. The San Juan National Forest provides ample opportunity for cross country skiing.

**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 has identified the following desired characteristics:

**Educational and Instructional**

We seek a dynamic leader with high emotional intelligence and relational ability to actively engage all stakeholders. This leader will cultivate a culture of excellence by modeling high expectations for staff and students and aligning with the core values of the Bayfield School District. A student-centered leader dedicated to academic excellence, literacy development, and college and career readiness. The leader will be a champion for strong reading, writing, math, and technical education (CTE) programs. A leader who possesses the unique ability to foster collaborative relationships with staff and supports their development and growth while still holding them accountable to data driven results. Embracing the small-town spirit that encompasses Bayfield while fostering unity across a diverse community is crucial.

**Collaborative Leadership**

A leader who loves and understands the rural community and lifestyle. A thoughtful and collaborative leader with prior classroom and principal experience. A person with approachable and personable character that prioritizes being accessible in the community, wants to be present and involved in Bayfield, understands the importance of building a strong relationship with the Board of Education, and will continue to build upon and maintain relationships with staff, students, administration and community. A leader who actively seeks out feedback and uses it constructively to improve our schools. A candidate that understands the importance and complexity of building relationships in a rural community and will embrace the community’s strengths and challenges. Clear, precise, and cascading communication is essential to all stakeholders. An inspirational leader with a boots on the ground approach and a servant leadership style who is open to help fill any position within the district as needed on a moment’s notice. The candidate must also promote parental engagement, prioritize transparency, and build strong relationships across all levels.

**Visionary Leadership**

The successful candidate will demonstrate thoughtful leadership and the ability to navigate complex issues. The selected candidate will be a forward-thinking leader, passionate about navigating the evolving educational landscape and promoting innovation. The ideal candidate will build and execute the strategic plan with a clear outline of milestones and measurement of goals. Experience in school safety and knowledge of effective implementation strategies to secure necessary resources and improve school safety, both physically and psychologically, for every student and staff member is desired. A leader who thrives on celebrating student and staff achievement while recognizing and valuing community support for the school district.

**Financial Acumen and Educational Policy**

The ideal candidate will have expertise in budget development and a solid understanding of school finance, including grants and other financial supports (e.g., BEST matching funds for capital construction). Understanding of school law and education policy is needed.

**Additional Requirements**

• MA required

• Principal license required and ability to obtain superintendent license

• Preferred housing within school district boundaries

• Building leadership experience or administrative position at **a** central office required

• Previous superintendent experience preferred

**Salary and Benefits:**

* + $150,000 - $170,000
  + Family Health Insurance
  + Cell phone stipend

**Search Timeline:**

* Closing date for applications: **April 3, 2025 (11:59 p.m. central time)**
* Board of Education selects finalists to interview: **April 15, 2025**
* Interviews and community engagement: **April 28 and 29, 2025**
* Selection of new Superintendent: **April 29 or 30, 2025**
* Start Date: **July 1, 2025**

**Contact information:**

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**District Website:** <https://www.bayfield.k12.co.us/>

**Consultants: Christy Sinner** [c\_sinner@macnjake.com](mailto:c_sinner@macnjake.com)

*Bayfield 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.*