

*An Invitation to Apply for the Position of
Superintendent*



**BURLINGTON
SCHOOL DISTRICT**

Cultivating Caring, Creative, and Courageous People - Join the Journey!



Burlington, Vermont

The Position

The Burlington School District is seeking a superintendent who is capable of demonstrating:

- ◆ Exemplary communication skills
 - ◇ Good listener
 - ◇ Approachable
 - ◇ Able to convey the inner workings of the district as a whole, comprehensively
 - To the facets and branches of the district
 - To the larger community
- ◆ Skill in instructional leadership
 - ◇ Based upon extensive teaching experience
 - With competent managerial experience
 - Collaborative
 - Empathetic
 - Enthusiastic
- ◆ Skill in meeting the needs of all students
 - ◇ Experienced with closing the achievement gap
 - ◇ Culturally proficient
 - ◇ Able to lead the implementation of an equitable culture and climate
- ◆ Strong financial acumen
 - ◇ Able to implement ten-year capital plan
 - ◇ Able to monitor budget balances and cash flows
- ◆ Highly effective leadership
 - ◇ Makes data-based decisions
 - ◇ Strategically problem solves
 - ◇ Is results driven
 - ◇ Motivated to introduce and implement visionary concepts

COMPENSATION The compensation for the position will be regionally competitive.

The City

Burlington, Vermont is a small, vibrant, family-friendly city located in the northeast on the eastern shoreline of Lake Champlain. Surrounded by scenic beauty and recreational opportunities, Burlington is the perfect place to live, work, and raise a family. Immediately to the west, Lake Champlain offers opportunities for boating, fishing, and scuba diving, not to mention world-class sunsets over the Adirondack Mountains. To the east, you will quickly find some of the best skiing and golfing in New England.

Downtown Burlington offers great food, steeped in Farm-to-Table roots, and great shopping on Church Street, one of the most successful pedestrian malls in the country. The city is also home to several parks, the Burlington Lake Monsters (a minor league baseball team), and a bustling Farmers' Market held every weekend.

Major employers in the area include The University of Vermont, Champlain College, The University of Vermont Medical Center, Ben & Jerrys, Global Foundries, Burton Snowboards, Dealer.com, and National Life Group, to name a few. We are pleased to say that several of these businesses partner with and support Burlington School District!

Burlington is also home to a dynamic refugee resettlement population and benefits from having a community made up of many different races, religions, and cultures.

Events and festivals throughout the year provide Burlingtonians opportunities to connect with, learn from, and appreciate others. Stop by the South End Art Hop, Pride Parade, Vermont City Marathon, Grand Point North, Lake Champlain Maritime Festival, Discover Jazz, Food and Wine Festival, Festival of Fools, Summervale, and more, and you'll see our real beauty lies in connecting with each other.



Apply to:

<https://bsdvt.tedk12.com/hire/ViewJob.aspx?JobID=1344>

The District

Burlington School District (BSD) is Vermont's largest and most diverse and single-town school district, serving nearly 4,000 pre-k to grade 12 students across 11 campuses, with 45 different first languages represented among students.

BSD recognizes and values the diversity of our students, staff, and community. We are committed to a culture that reflects the voices, perspectives, and differences arising from our multicultural community and world. We believe that it is important for students to understand and appreciate human diversity, develop a capacity for cultural competence, and commit to encouraging inclusion in their future lives.

The district is heavily focused on closing the achievement gap while raising the bar for all students. Restorative Practices has become a central facet of our District and each building, including Central Office, has its own RP Leadership Team. Every other month representatives from each school meet to share RP resources and experiences, helping move the RP momentum forward.

We believe student voice plays a critical role in developing life-long learners and active community members. We are proud that our BHS students advocated to become the second high school in Vermont to raise the Black Lives Matter flag and were excited to see Edmunds Middle School students successfully advocating to follow suit this spring. It has also been a privilege to witness our BHS varsity girls' soccer team become "champions" of the Equal Pay message, their voices going viral and being featured in outlets such as CNN, Time, and Sports Illustrated.

Spread out over 11 campuses, BSD is comprised of a high school and technical center, an alternative high school program, two middle schools, a preschool, and six elementary schools, including Edmunds Elementary School, named a Vermont PBIS Exemplar School each of the last four years. Two of our elementary schools are award-winning magnet schools; created 10 years ago the Integrated Arts Academy and the Sustainability Academy serve as a way to increase accessibility to schools and broaden our educational offerings. Collectively, BSD employs nearly 1,500 employees and has an operating budget of around \$91 million.

In addition to one dedicated preschool, we have Pre-K classrooms at three elementary schools. Each school also offers Afterschool programming; our Afterschool programs are 5-star rated and serve more than 1,700 kids each year, with a 99% parent satisfaction rate.

This is an exciting time in the life of our District. In the past five years, Burlington voters have approved every school budget presented and have also approved nearly \$110 million in bonds to improve the school district's infrastructure and address space constraints. In 2017, voters approved a ten-year, \$39 million capital plan, and in 2019, voters approved an additional \$70 million bond to re-envision the combined high school and technical center campus. Together, the Capital Plan and high school bond have the potential to provide our students and staff amazing places to learn and work.



Do you want to learn more? See the video, "Join the Journey - A Look into Burlington School District" at <https://www.youtube.com/watch?v=orMhVZGWMtA&t=2s> and visit www.bsdt.org to read our Annual Report for more information on our staff, district, and student accomplishments.



Core Beliefs:

- Every child can succeed
- Families and community are partners in educating our children
- Diversity and inclusion promote strong schools and communities
- A welcoming, supportive climate fosters learning
- Self-reflection and accountability improve our practices

Mission:

Graduate students who: value different cultures, engage with the community, communicate effectively, think creatively, skillfully solve problems, and achieve at their highest academic, intellectual, and personal potential.



11725 Arbor Street, Suite 220
Omaha, Nebraska 68144

Phone: (888) 375-4814 Fax: (402) 991-7168
E-mail: mail@macnjake.com

APPLICATION

available at

www.macnjake.com



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: **February 6, 2020 (11:30 p.m. central time)**
- ◆ School Board selects finalists to interview: **February 19, 2020**
- ◆ Interviews with the School Board: **Weeks of March 2nd and March 9th, 2020**
- ◆ Selection of new Superintendent: **March 2020**
- ◆ Start date: **July 1, 2020**

Burlington 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.