



SUPERINTENDENT SEARCH

A GREAT PLACE TO
LIVE AND LEARN.

A GREAT PLACE TO
TEACH AND WORK.



superintendentsearch.dmschools.org

Des Moines

PUBLIC SCHOOLS

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For more than 100 years, Des Moines Public Schools has been educating the students of Iowa's capital city. Today, we are the largest provider of public education in Iowa. Nearly 5,000 employees – including 2,700 teachers – serve over 32,000 students at more than 60 schools throughout the community.

What sets Des Moines Public Schools apart? A lot. We provide families with more educational choices than any place in Iowa. We educate the top scholars in the state who go on to attend leading colleges and universities around the world. And we are home to educators and employees who are recognized throughout the state and across the country as the best in their fields.

If you are looking for a great leadership opportunity in education, then you are looking at the right place.



DES MOINES. THE PLACE TO LIVE AND WORK.

Des Moines is a vibrant, innovative and diverse city.

Des Moines offers amenities usually found only in major cities. Experience the unique shopping offered in the East Village. Dine at world class restaurants. Enjoy countless entertainment opportunities at Wells Fargo Arena and the Civic Center. Expand your horizons at the new Science Center of Iowa and Downtown Library. Cheer for a NBA D-league team or the Chicago Cubs' AAA club. Find unique housing options at several lofts and townhome developments. Visit one of the nation's largest farmers' markets as well as the top-ranked art festival. Listen to summer concerts along the banks of the Des Moines River or on the steps of the State Capitol. And take a leisurely stroll through the Pappajohn Sculpture Park or along the Principal Riverwalk.

Throughout Des Moines are dozens of neighborhoods, each with its own personality and style. You will not only find great places to live but will discover a new favorite coffee shop, locally owned restaurants and food markets, unique clothing stores, and much more.

And Des Moines – along with the entire metro area – is connected by a series of parks and trails so you can enjoy a bike ride, walk or run on a warm summer day, under the colored leaves of autumn, or on a blanket of fresh fallen snow. In fact, Des Moines' Gray's Lake Park was recognized as one of the nation's best outdoor places and central Iowa is intertwined with more than a hundred miles of trails.



Don't just take our word for it. Here's what others have to say about Des Moines being a great place to live and work:

- ▶ Des Moines ranks #1 "Best Cities for Families" – *Kiplinger*
- ▶ Des Moines named No. 5 in "Top 100 Best Cities for Families" – *Parenting Magazine*
- ▶ Greater Des Moines ranks #1 Best City for Young Professionals – *Forbes*
- ▶ Des Moines is in the top 10 "Best Cities for the Next Decade" – *Kiplinger*
- ▶ Des Moines ranks #10 in "Most Educated Young Workforce" – *The Business Journal*
- ▶ Des Moines ranks #2 "Best Cities for Jobs" – *Forbes*
- ▶ Des Moines is #4 "Best Places for Business and Careers" – *Forbes*
- ▶ Des Moines is the #1 "Richest Metro in the Nation" – *US News & World Report*
- ▶ Des Moines is the #1 "City in the US for Home Renters" – *Time Magazine*
- ▶ Des Moines is the #3 "Best City for Doing Business" – *MarketWatch*
- ▶ Des Moines ranks #1 as the "Best Place for Business and Careers." – *Forbes 2010*
- ▶ Des Moines is the #6 healthiest place to live – *Parenting Magazine*
- ▶ Des Moines living costs are 10 percent below the national average. – *The Council for Community and Economic Research*

DES MOINES PUBLIC SCHOOLS.

THE HOME TO THE BEST EDUCATIONAL CHOICES.

Des Moines Public Schools may be the biggest provider of public education in Iowa, but we take anything but a one-size-fits-all approach to educating our students. In fact, families in Des Moines can find more educational options than anywhere in the state, including:

Advanced Placement Central Academy is Iowa's top AP program. The Belin-Blank Center for Gifted Education and Talent Development placed Central Academy "in a class by itself" as a college preparatory school. In addition, DMPS is in the midst of a significant expansion of AP course offerings throughout all five high schools, providing thousands of students access to rigorous and advanced courses.

International Baccalaureate Home to the only IB program in Iowa, DMPS offers this world-class educational opportunity at four elementary schools (Hubbell, Park Avenue, Stowe, and Walnut Street) and four middle schools (Gateway, Goodrell, Meredith, and Merrill). In addition, Central Academy is currently the only school in Iowa to offer the renowned International Baccalaureate diploma.

Career & Technical Institute Located at Central Campus, CTI offers students learning opportunities in several high-skill areas, including graphic design, broadcasting & film, culinary arts, fashion, and automotive technology. In addition, DMPS is home to one of only three high school aviation programs certified by the FAA and has the largest marine biology program of any non-coastal high school in the country.

Downtown School The Downtown School, located in a brand new home at Central Campus, is a national model where students learn in multiage classes. The school has been nationally recognized for its innovative education program and as a great option for working parents.

Montessori Cowles Montessori is the only public Montessori program in Iowa, serving students in grades K-8. Students learn in multiage classrooms and children's natural curiosities are exploited to the fullest as they advance at their own pace.

Continuous Calendar Schools Three schools in Des Moines offer an extended school year to better serve the educational needs of their students and the scheduling needs of their families. Capitol View Elementary, River Woods Elementary, and Moulton Extended Learning Center begin the school year in mid-July and end in early June, with breaks spread throughout the year.

Traditional Programs Jefferson and Phillips Elementary Schools provide an increased emphasis on basic academic skills. The schools, which also have dress codes, stress personal respect, responsibility and discipline as cornerstones of a place where academic achievement can be maximized.

Alternative Programs Future Pathways, Scavo Alternative High School, Orchard Place, Casady Alternative High School, and McKee Alternative Middle School offer programming for students who may be struggling in school or have personal issues best served by alternative programming.

Ruby Van Meter and Smouse Schools Ruby Van Meter School (serving high school-age children) and Smouse Opportunity School (serving elementary-age children) provide high quality instruction to physically and mentally disabled students.

Higher Education Partnerships Des Moines Public Schools' proximity to Drake University, Iowa State University and Des Moines Area Community College has created numerous partnerships and collaborative efforts that support students as well as teachers and administrators.





DMPS educators and staff are among the very best in their fields.
These are just some of the awards and honors they have earned in recent years:

- ▶ *2012 Finalist for Iowa Teacher of the Year*
- ▶ *State mathematics finalists for the 2012 and 2010 Presidential Award for Excellence in Mathematics and Science Teaching*
- ▶ *2010 Presidential Award for Excellence in Mathematics and Science Teaching*
- ▶ *2009 Presidential Award for Excellence in Mathematics and Science Teaching*
- ▶ *2011 James Madison Fellowship for the state of Iowa*
- ▶ *Outstanding Secondary Art Educator by the Art Educators of Iowa*
- ▶ *2010 Edyth May Sliffe Award for Distinguished High School Mathematics Teaching by the Mathematical Association of America*
- ▶ *2009 Edyth May Sliffe Award for Distinguished Junior High/Middle School Mathematics Teaching by the Mathematical Association of America*
- ▶ *Certificate of Achievement from the Government Finance Officers Association for the school district's comprehensive annual financial report.*
- ▶ *Art Educator of the Year by the Art Educators of Iowa*
- ▶ *2010 Toyota International Teacher Program honoree*
- ▶ *Outstanding Biology Teacher of the Year for the state of Iowa by the National Association of Biology Teachers*
- ▶ *Educator of the Year by the Printing Industry of the Midwest*
- ▶ *2010 Excellence in Education Award runner-up*
- ▶ *Daughters of the American Revolution US History Teacher of the Year nominee*
- ▶ *Certificate of Excellence in Financial Reporting from the Association of School Business Officials*
- ▶ *2010 James Bryant Conant Award in Teaching*
- ▶ *2009 James Madison Fellowship in American History*
- ▶ *Iowa Industrial Technology Education Middle School Teacher of Excellence*
- ▶ *Financial Literacy Educator of the Year for Iowa*
- ▶ *Iowa School Social Worker of the Year by the Iowa School Social Workers Association*

SALARY AND BENEFITS

The salary will be in the range of \$250,000 to \$275,000, plus an excellent comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting Board criteria.

REQUIREMENTS

The candidate must have or be qualified to obtain superintendent certification in Iowa. Questions about certification should be directed to the Iowa State Department of Education either by telephone at 515-281-5294 or through the Iowa State Department of Education website at educateiowa.gov.

DEADLINE AND SELECTION

All materials submitted as part of the superintendent application will remain confidential to the extent allowed by law, which includes board review in a closed session of the Board of Education. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the semifinalists will be presented to the Des Moines Public Schools Board of Education for its consideration. Selection of candidates for final interviews is the sole responsibility of the Board. Board members may elect to visit the communities of finalists for the position of superintendent. Persons wishing to be considered for the position should submit an application file online including:

- ▶ A letter of application stating personal qualifications, experiences and reasons for interest in the position.
- ▶ The online application form and a current resume.
- ▶ Current letters of recommendation.

All application materials must be received by Ray and Associates, Inc. by February 11, 2013.

Apply online at: www.rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.
4403 First Avenue SE, Suite 407
Cedar Rapids, IA 52402
Phone: 319-393-3115
Fax: 319-393-4931
glr@rayassoc.com

Please do not contact the board or district directly.

The Des Moines Independent Community School District does not discriminate on the basis of race, color, national origin, gender, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices.

There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the district's Equity Coordinator: Patricia Lantz, General Counsel, 901 Walnut Street, Des Moines, IA 50309; phone: 515.242.7837; email: patricia.lantz@dmps.k12.ia.us.

DES MOINES PUBLIC SCHOOLS SEEKS A SUPERINTENDENT WHO...

- ▶ Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
- ▶ Inspires trust, self-confidence, and models high standards of integrity and personal performance with the ability to develop and communicate a vision of quality education for the future to the board, staff and community.
- ▶ Is a strong communicator; speaking, listening and writing.
- ▶ Is strongly committed to a "student first" philosophy in all decisions.
- ▶ Possesses excellent people skills, presents a positive image of the district and will listen to input and make a decision when necessary.
- ▶ Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- ▶ Has knowledge of emerging research and best practice in the area of curriculum/instructional design and practice.
- ▶ Has experience in the management of district resources and knowledge of sound fiscal procedures.
- ▶ Is able to identify and select building and central office administrators who are capable of advancing the district vision.
- ▶ Has the ability to develop and maintain a mutually beneficial relationship between the business community and the school district.