

*An Invitation to Apply for the Position of*  
***Superintendent***

**STARKVILLE**  
**OKTIBBEHA**  
SCHOOL DISTRICT



***Starkville, Mississippi***

# *The Position*

The **Starkville Oktibbeha Consolidated School District, Starkville, Mississippi**, Board of Trustees, is seeking a highly qualified and fully certified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2017.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development 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.

## **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 drawn the following desired characteristics from the responses provided during the input process:

- The superintendent must have comprehensive knowledge of education and leadership, be an effective leader who believes in empowering others to act, possess a strong instructional background, and must embrace the complexity and dynamics of the superintendency
- The superintendent must possess integrity, good moral character, trustworthiness, and common sense. He/she must have high morals, honesty, and possess a strong belief in family values.
- The superintendent must have experience and demonstrated success in a district that serves a diverse population.
- The superintendent must be a people person who possesses strong communication skills and the ability to effectively communicate with students, staff, school board, and community. In addition, the individual will be able to reach out to all students with sensitivity to the diversity of the district.
- The superintendent must be a child-centered advocate for learning who demonstrates his or her belief that all students can learn, inspires others with this belief, and possesses a passion for education and students.
- An earned doctorate is preferred but not required for the superintendent.

# *The Community*

Starkville, Mississippi, with 25,366 residents, is located about 127 miles from Jackson, MS, 26 miles from Columbus, MS, 68 miles from Tupelo, MS and 97 miles from Meridian, MS.

The state's largest public university, which happens to be one of the major employers of the area is Mississippi State University.

Medical facilities available in the area include OCH Regional Medical Center, Baptist Hospital in Columbus, MS, and Northeast Mississippi Medical Center in Tupelo, MS.

There are seven city parks in the area that include two swimming pools, tennis and racquetball courts, baseball, softball, and soccer fields, and play areas for small children. Noxubee National Wildlife Refuge is located 13 miles south of Starkville.

A very active community, Starkville is known as the cultural epicenter where numerous concerts and performances by local and visiting artists is a regular event. The most popular events in the area include the Cotton District Arts Festival and Taste of Starkville. These events are the largest annual celebration of art and culture. With many community groups and recreational and cultural activities, Starkville, Mississippi offers something for the entire family.



## Starkville Oktibbeha Consolidated School District

### Facts

5,151 Students  
458.2 Square Miles of District  
30 Administrative Staff  
440 Certified Teachers  
406 Classified Staff

### School Buildings

Sudduth Elementary (K-1)  
West Oktibbeha Elementary (K-5)  
Henderson Ward Stewart Elementary (2-4)  
Overstreet Elementary (5)  
Armstrong Middle School (6-8)  
Starkville High School (9-12)

### Budget

\$381,244,649 Assessed Valuation  
\$55 Million Operating Budget

Starkville Oktibbeha Consolidated School District offers the following sports: archery, baseball, basketball, bowling, cross country, fast pitch softball, football, golf, soccer, slow pitch softball, tennis, track & field, swimming, and volleyball. The Starkville High School Band has won numerous awards and scored superior at competitions. Students may begin band in 6th grade. Armstrong Middle School and Starkville High School have an award-winning drama program as well as a top-notch Chorus.



### Mission Statement

*To provide every student with an education that is rigorous and relevant in every classroom, every day, preparing them to be college/career ready.*

## *The Board of Trustees*

The Starkville Oktibbeha Consolidated School District Board of Trustees consists of five community members who serve five-year terms. The tenure of the board members ranges from newly elected to nine years

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
<b>Mrs. Jenny Turner, President</b>	<b>Asst. Coord., Registrar, MSU</b>	<b>5 years</b>
<b>Dr. Keith Coble, Vice President</b>	<b>Department Head, Ag Econ, MSU</b>	<b>9 years</b>
<b>Mrs. Anne Stricklin, Secretary</b>	<b>Former Teacher</b>	<b>1.5 years</b>
<b>Dr. Lee Brand, Jr., Asst. Secretary</b>	<b>Pastor</b>	<b>7 years</b>
<b>Mr. John Brown, Member</b>	<b>Probation/Parole Agent</b>	<b>Newly Elected</b>





# APPLICATION & SELECTION PROCEDURE

available at [www.macnjake.com](http://www.macnjake.com)

**MCPHERSON**  **JACOBSON, LLC**

7905 L St., Suite 310, Omaha, NE 68127  
Phone: (402) 991-7031 Fax: (402) 991-7168  
E-mail: [mail@macnjake.com](mailto:mail@macnjake.com) [www.macnjake.com](http://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 contact board members directly. 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 Timeline:***

- Closing date for applications: **February 1, 2017 (11:30 p.m. central time)**
- Board of Education selects finalists to interview: **February 21, 2017**
- Interviews with the Board of Education: **February 23-24, 2017**
- Selection of new Superintendent: **Late February 2017**
- Start date: **July 1, 2017**

**Starkville Oktibbeha Consolidated School District** is an Equal Opportunity Employer.