

SUPERINTENDENT SEARCH

MISSION: Teaching All-Reaching All

VISION: Urbandale will be a school district that brings learning to life for everyone.

WE VALUE: innovation through continual improvement; joy in meaningful lifelong learning; a collaborative culture; safe and caring schools; a consistent, rigorous, and relevant curriculum; a committed, passionate workforce; strong partnerships with all stakeholders; the optimization of resources; trustworthiness, respect, responsibility, fairness, caring, and citizenship.

Our District

The Urbandale Community School District includes portions of Des Moines and Urbandale, Iowa. The District serves 4,055 students (with 18.2% of students open enrolling into the District) in five elementary schools, one middle school, one comprehensive high school, and one alternative high school. We offer comprehensive preschool and before/after school childcare programs.

This fall, the District completed the construction of an 18,000 sq ft state-of-the-art fitness facility at the high school and is currently building the first of two new elementary schools. The first elementary school is scheduled to open for the 2021-22 school year while the second is scheduled to open 2025-26.

Urbandale CSD supports an increasingly diverse student population where over 54 languages are spoken. The average graduating class size is 300 students which provides greater opportunities for students to get involved in activities, build strong connections with classmates, and develop meaningful partnerships with teachers. Families describe the District as being the perfect size—not too big and not too small—located in the heart of the Metro area.

Urbandale believes a successful school district focuses on academic and co-curricular performance excellence as well as the joy and success of all team members. From improving employee satisfaction and retention, to decreasing non-essential spending, to increasing the optimization of resources, to building strong partnerships with all stakeholders, to renewing a sense of purpose and meaning for all learners, Urbandale embraces Quality & Continual Improvement as the essential foundation for performance excellence.

UrbandaleSchools.com



URBANDALE



Urbandale CSD Seeks a Superintendent Who

- Possesses excellent people skills, presents a positive image of the district and will listen to input and make a decision when necessary.

- Possesses the leadership skills required to respond to the opportunities and 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.



- Has experience recruiting and maintaining exceptional staff for the district and schools.

- Is strongly committed to a "student first" philosophy in all decisions.

- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.

- Promotes a positive and professional environment for district employees and Board.

- Commitment to and experience dealing with all genders, races, socio-economic groups.

- Has classroom experience.

- Promotes positive student behavior conducive to a healthy and safe learning environment.

- Is comfortable leading innovation and reform efforts.

Salary and Benefits

Salary will be in the range of \$215,000 plus an excellent benefit package. Final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting Board of Education criteria.

Requirements

Urbandale CSD encourages all qualified candidates to apply. Candidates must have or be qualified to obtain certification as a Superintendent in Iowa. Inquiries concerning certification requirements can be directed to the Iowa Department of Education.

Apply Online: rayassoc.com

Direct questions to:

Ray & Associates, Inc.

Ph: 319-393-3115

glr@rayassoc.com

Please do not directly contact the Board of Education or District.

EDUCATIONAL EQUITY STATEMENT: It is the policy of the Urbandale Community School District not to discriminate on the basis of race, creed, color, sex, religion, marital status (for program), ethnic background, national origin, disability, sexual orientation, gender identity, age (for employment), or socio-economic background (for program) 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 office at 11152 Aurora Avenue, Urbandale, IA or call 515-457-5000. The District's Equity Coordinator is Mr. Ryan Williamson, williamsonr@urbandaleschools.com.

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 Urbandale Community School District 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 resume.

- Four current letters of recommendation.

**Applications Due By
November 17, 2020**