

Superintendent Search

Thompson School District R2-J

Loveland, Colorado

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Position Description for Thompson School District R2-J, Loveland, Colorado

The **Thompson School District R2-J, Loveland Colorado**, Board of Education, is seeking a highly qualified and fully licensed **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 Board of Education** 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: 16,000 pk-12 students

Location: Loveland is situated 46 miles north of the Colorado State Capitol in Denver and is the 14th most populous city in Colorado. Loveland, Colorado is known for its outdoor recreation, arts and culture, and history. Loveland is the gateway to the Rocky Mountains and its proximity to the mountains make it a popular destination for hiking, mountain biking, and rock climbing. The Thompson School District encompasses the cities of Loveland and Berthoud, Colorado.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Thompson Board of Education seeks an inspirational leader who demonstrates these characteristics

Educational and Instructional Leadership

We seek a dynamic, student-centered leader dedicated to fostering a strong and diverse academic environment while promoting workforce-ready pathways. This individual will prioritize authentic connections with students, supporting their well-being and success. They will actively monitor student achievement, hold the school community accountable for excellence, and leverage data-driven decision-making. This leader must be an advocate for students and take an authentic approach to student learning.

Collaborative Leadership

We envision a confident leader who values collaboration and is committed to building trust with the Board of Education, staff, parents, and the broader community. The superintendent will communicate clearly and effectively, enhancing district governance through teamwork. They will cultivate a culture of excellence by modeling high expectations for both staff and students, aligning with the core values of our growing community. This leader must focus on educational priorities without being distracted by social issues. A deep understanding of diverse and growing communities is crucial, along with an ethical and adaptable approach to collaboration. They must build strong working relationships with all stakeholder groups, respect differing opinions, and foster consensus among various groups. Strong conflict management skills, agility in leadership, and the ability to adapt to change are essential. This leader will embrace an "open-door policy" and model it by example. Availability and accessibility will be vital to valuing and supporting students, staff, and parents.

Leadership Competence

We seek an enthusiastic leader who will integrate seamlessly into the school community and actively engage with local organizations. Building trust through follow-through, authenticity, and accountability is essential. This leader will be highly visible in schools, extracurricular events, and community gatherings, fostering strong relationships across the district.

There is a strong desire by the Board for the person to be living within the district. Transparency will be to promoting a culture of trust among administrators, teachers, staff, students, parents, and the greater community.

A proven ability to recruit and retain high-quality staff is critical. This leader will hold both themselves and staff accountable while demonstrating expertise in policy development and execution. They must be capable of making tough decisions and standing by the outcomes. A transformational leader is needed to meet the district's challenges.

Visionary Leadership

We seek a forward-thinking leader passionate about navigating the evolving landscape of education. This individual will possess a clear vision for continuous improvement, building on the district's existing strengths. They will promote innovation and strategic thinking to maximize student success. Strong active listening skills will be essential in shaping the district's future.

Financial Acumen

The ideal candidate will have experience in budget development and a strong understanding of school finance. They will demonstrate responsible stewardship of public funds, ensuring effective oversight of new facilities and resources within the Thompson School District.

This leader must work collaboratively with the District's CFO to maintain financial stability. Prior success in passing bonds and mill levies is preferred, as this will be critical to addressing the district's financial needs.

Experience Required

The Board of Education seeks a candidate with a diverse background in education. Previous experience as a teacher and/or administrator is required. Knowledge of the Thompson School District will be an essential asset.

Experience Preferred

Superintendent experience is preferred, as it demonstrates the ability to oversee district-wide initiatives and manage complex educational systems. The ideal candidate will exemplify integrity, humility, and a strong moral compass. We seek a leader who is genuine and authentic in their approach.

Salary and Benefits: \$220,000-\$260,000 based upon experience, with a benefit package that includes individual health, dental and vision.

Search Timeline:

- Closing date for applications: **April 3rd, 2025**
- Board of Education selects finalists to interview: **April 16th, 2025**
- Interviews with the Board of Education: **May 1-3rd TBD, 2025**
- Selection of new Superintendent: **May 5th TBD, 2025**
- Start date: **July 1, 2025**

Contact information:

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Thompson School District is an Equal Opportunity Employer. The district does not discriminate based on 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.