

**Announcement
of
Superintendent
Vacancy**



**Bethune School District R-5
Bethune, Colorado**

“The Best Little School in Colorado”

The Community

The Town of Bethune is located in Eastern Colorado just off Interstate 70 approximately 30 miles from the Kansas border. Bethune is also located 40 miles from Goodland, Kansas, and 160 miles from Denver and Colorado Springs, all of which are excellent areas for shopping. Mountain recreation activities are approximately a four-hour drive away.

This bedroom community is home to approximately 500 people. Many residents commute to Burlington or Stratton, Colorado, eight and nine miles away respectively, for employment. Those who work in Bethune derive their main source of income from agriculture.

Burlington is home to businesses, shopping, restaurants, churches, doctors and a hospital. Industry in the area includes a prison, several feedlots, wind farms and hog farm. Old Town Museum is a 6 1/2-acre historic site that includes 21 fully restored buildings with authentic artifacts from the turn-of-the-century.

Local recreational activities include deer, antelope, pheasant and turkey hunting, fishing, and golf. There are numerous activities for children including baseball, softball, swimming and day camps.

The District

Bethune School District R-5 is home to 131 students Pre-K-12 housed in one elementary building and one junior high/high school building. The District is served by 16 certified teachers, one administrator and 15 classified employees. The District is extremely proud of its 8:1 student-teacher ratio, the zero-dropout rate, and 100 percent graduation rate.

Bethune takes great pride in their school and the upkeep of the facilities is exceptional. The connection with the community is well rooted, and many generations of families have attended this school.

***"Bethune School produces productive citizens who embody Pride, Principles and Perseverance"* is the mission of the Bethune School District. Focused goal areas the District is working on are:**

- **Increase student achievement**
- **Maintain financial excellence**
- **Strengthen communications and relationships**
- **Enhance support and development of students, staff, and governance team**

Some of the special programs the school has to offer are Drama, National Honor Society, Knowledge Bowl, Chess Club, Boys and Girls Basketball, Volleyball, Football, Track, E-Sports, and Student Leadership Advisory Committee. There is also an opportunity for students to take classes through Morgan Community College in our V-NETS classroom.

Financial Information

2019-2020 Fiscal Year Budget	
Assessed Valuation	\$ 19,721,704
General Fund per Pupil Expenditure	\$ 17,838
General Fund	\$ 2,345,293
Preschool Fund	\$ 86,790
Lunch Fund	\$ 119,344
Activity Fund	\$ 20,955
Cap. Res. Cap. Proj. Fund	\$ 25,298
Pupil Activity Fund	\$ 66,397
Total Appropriation	\$ 2,664,077

Timeline

Closing Date	April 30, 2020
Screen Applications	May 4-5, 2020
Announce Finalists	May 12, 2020
Bd. Interviews Finalists (AM)	May 16, 2020
Comm. Interviews (PM)	May 16, 2020
Offer Position to finalist	May 28, 2020
Date of Employment	July 1, 2020

Note: In order to be considered a candidate for this position, all original materials must be received in the Bethune School District Office on the closing date of April 30, 2020 by 4:30 p.m. Mountain Time. All materials received after that date will not be considered.

Qualifications

The Bethune R-5 School Board invites applications from candidates who have demonstrated essential qualities and aptitudes to be an excellent leader and skilled manager in this District and community. The following qualifications have been identified by the Board, staff and community to be of particular importance:

Good communication and listening skills

Excellent skills in building relationships among stakeholders

Ability to work with School Board

High energy and strong work ethic

Willing to be visible in the school and community

Understanding of Colorado School Law and School Finance

Ability to sustain a common vision that unites staff and community toward common goals

High integrity- willing to make hard decisions and follow through

Models collaborative, consistent, and fair leadership

Ability to assess facility needs for maintenance and repairs

Superintendent experience preferred but not required

Information regarding Colorado licensing can be obtained from the Colorado Department of Education, 303/866-6628.

Compensation

The Bethune R-5 Board of Education is offering a salary of \$75,000-\$90,000 based on experience and qualifications, plus a comprehensive benefits package.

Application Process

An application must include:

1. A completed Applicant Summary
2. A current professional resume
3. Copies of transcripts, placement papers and/or credentials requested by you from your college or university placement center
4. Three recent (within the past two years) letters of recommendation
5. Answers to the following four questions, no longer than one typed page each:
 - a. In a School District with limited resources, how do you develop a budget to meet the increasing demands placed on public education and the diverse needs of students?
 - b. What process would you use to sustain the vision and focus in a small School District that has initiatives in place to improve student achievement?
 - c. What is your experience with writing, implementing, and managing grant initiatives and dollars?
 - d. In today's environment with emphasis on assessment and measurement, how can the Bethune School District meet the diverse needs of all students while increasing student achievement?

BACKGROUND CHECK:

In addition to the following information, a thorough background check will be conducted as required by state law.

Have you been convicted of a felony, pleaded *nolo contendere* or received probation for any offense involving moral turpitude? (Moral turpitude includes, but is not limited to such offenses as theft, attempted theft, murder, rape, embezzlement and indecency with a minor.)

Yes

No

Explain _____

Conviction of a crime is not an automatic bar to employment. The District will consider the nature of the offense, the date of the offense, and the relationship between the offense and the position for which you are applying.

Have you ever been involuntarily terminated or asked to resign from the employment of another School District? Yes No

If yes, please give the name of the District, the date and the reasons for the termination or request for the resignation.

Have you ever reached a mutual decision with an employing School District to vacate a contract prior to its expiration? Yes No

If yes, please explain.

Are you aware of any reason why you would not be able to perform the duties required of the position for which you are making application? Yes No

If yes, please explain.

REFERENCES:

Please list contact information for three (3) personal references.

<u>Name</u>	<u>Organization</u>	<u>Address</u>	<u>Telephone</u>

STATED REQUIREMENTS AND INFORMATION:

- > Candidates must be able to perform the essential functions of the position. The Board of Education may require, at its own expense, a complete physical examination once a conditional offer of employment is made.
- > This application and all associated documents will remain confidential to the extent allowed by Colorado law. NOTE: Colorado's Public Records law allows applicants' records to remain confidential, if requested in writing, until such time as the applicant becomes a finalist for the position. An effort will be made to notify those applicants prior to designating finalists for the position. When an applicant becomes a finalist, all records become available to public inspection with the exception of letters of reference or medical, psychological and sociological data.

ADDRESS COMMUNICATION TO:

Teresa Hopson
District Business Manager
Bethune School District R-5
P.O. Box 127 Bethune,
Colorado 80805

Telephone: 719-346-7513
thopson@bethuneschool.com

EEOC ASSURANCE

Bethune School District R-5 is an equal opportunity employer and all applications are considered without regard to race, color, religion, sex, national origin, age, marital or veteran status, or the presence of a non-job-related medical condition or disability.

AGREEMENT

I hereby certify that all statements made on this application are true, accurate, and complete. Any misrepresentation or willful omissions of facts shall be sufficient cause for disqualification of the application or termination of employment. I hereby authorize the district or its agents to conduct work history and personal reference checks to verify statements on this application form and other materials provided as part of my application for this position.

Signature

Date