

# JGCONSULTING

## Application: Superintendent Adams County School District 14 Leadership Profile

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### Confidential Search

JG Consulting has engaged with the Adams 14 school district to recruit candidates to serve as the Superintendent.

[Adams County School District 14](#) serves Commerce City and parts of unincorporated Adams County, Colorado. Within the boundaries of the school district there are 2 preschools, 7 elementary schools, 2 middle schools, 1 comprehensive high school and 1 alternative high school. The District's 6,100 students are highly diverse, and a substantial majority face socioeconomic and language challenges at rates well above state averages. The nearly 900 employees at Adams 14 work each day to provide an inclusive learning environment for all students and are committed to inspiring, educating, and empowering Adams 14 students to succeed. The District has been in Priority Improvement or Turnaround status on the Colorado District and School Performance Frameworks (SPF) since 2010. Per the order of the State Board of Education, the District and its Board of Education partnered with an external management company, MGT Consulting, Inc. to manage the District. The District is in year two of a four-year contract with MGT.

Nestled in the historic community of Commerce City, Adams County School District 14 (Adams 14) is located just 15 minutes from the heart of downtown Denver. Adams 14 has all the conveniences of a metropolitan school district with a small-town feel. Residents know their neighbors, share traditions with family and friends, and enjoy the many amenities the city has to offer.

Commerce City is home to the [Colorado Rapids](#), the state's professional soccer team, which calls [Dick's Sporting Goods Park](#) its home, and the city is home to several wild animals that roam the [Rocky Mountain Arsenal National Wildlife Refuge](#), which lies adjacent to the Adams City High School grounds. Among these great outdoor amenities, Commerce City also offers 300 acres of play areas and parks, as well as 14 miles of walking trails. Senior citizens can enjoy the use of a robust senior center which is housed within the city's [67,000-square-foot recreation center](#).

The district embraces equity and diversity among its students, staff, and community. The Adams 14 culture is based on high expectations for all students and employees, supporting both academic and social growth.

### Mission

Inspire. Educate. Empower. Inspira. Educa. Fortalece.

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## *Vision*

Adams 14 students, families, staff, community members, and partners will unite to ensure that our students will graduate with the Adams 14 Seal of Biliteracy, two years of college or an Associate's Degree, an apprenticeship certificate, or an alternative pathway while demonstrating critical thinking, communication, collaboration, creativity, and cultural global competency skills in an ever-changing world.

## *Qualifications*

The Adams 14 School District is seeking a visionary and visible leader with the following qualifications:

- A proven leader who has served at an executive level with preferably five (5) or more years of administrative experience. (Doctoral Degree preferred), (Bilingual preferred);
- Expertise and knowledge in academic policy and pedagogy and its impact on student academic achievement (teaching and campus administration preferred);
- A track record of successfully seeking and implementing best practices to maximize the success of the entire organization with an emphasis on raising the academic achievement of all students;
- Demonstrated leadership and expertise implementing best practices in the multicultural, multilingual instructional practices necessary for successful Turnaround work;
- Exemplary communication skills and proven abilities to manage complex relationships with diverse stakeholders;
- An unwavering commitment and dedication to supporting and growing a culture of diversity, equity, and inclusion across a diverse district and community setting;
- A successful record of implementing systems-based practices to address current and future demands as the district's leader (i.e.; crisis management, nutrition, technological outputs, school safety, modernization of facilities, etc.);
- A student-centered leader who embraces and advances the district's innovative programs, including but not limited to, Special Education, Bilingual Education, Gifted and Talented Education, Social and Emotional Learning (SEL) and the district's college and career preparation programs;
- A commitment to strengthen the district's practice and performance in serving students with special needs including students with cognitive and developmental disabilities, learning differences and/or learning challenges;
- Ability to build trust among board members, district staff, teachers, district partners and core stakeholders to continue to support the shared vision and goals of the district;
- Ability to communicate authentically and work collaboratively alongside the School Board, with a diverse body of students, teachers, staff, administrators, parents, and community to build a climate of transparency, mutual trust, respect and cooperation;
- A team builder who has the management style, communication and interpersonal skills to hire, develop, motivate and maintain a highly effective executive team;
- A leader who can set clear expectations and delegate authority while remaining knowledgeable and accountable for the district's overall progress and activities;
- Knowledgeable in budget management, and the Colorado school finance system and adept at legislative engagement and advocacy;
- Ability to collaboratively engage in the Turnaround process with MGT to improve the district's academic and educational culture.

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## ***Requirements***

Candidates must have or be qualified to obtain the Colorado Administrator License. To receive the standard Administrator License, candidates must hold, at a minimum, a Principal Certificate or the equivalent issued under this title or by another state or country. Questions regarding certification should be directed to the Colorado Department of Education. Applicants are not to contact any staff and/or the Board of Education For information regarding the search contact search consultants at JG Consulting.

## ***Selection Process***

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the Adams 14 School Board for its consideration to conduct additional interviews. If the School Board conducts initial interviews, it may do so in closed session. Interviews with finalists will be conducted in public.

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## CONDITIONS OF EMPLOYMENT

**Under Colorado Law, Records Submitted by a Candidate are Confidential until that Candidate is Declared a Finalist**

Salary and Benefits: The final salary for the successful candidate will be negotiated and commensurate with experience and qualifications determined by the School Board.

Criminal History/Background: Required

Fingerprinting: Required

**The online application should include ONLY one (1) file with the following information in PDF format:**

- Letter of Interest
- Current Resume
- List of References
- College/University Transcripts
- Copies of the "Verification Forms" (pages 4 – 5 of this document)

**Electronic submittal is preferred: [www.jgconsulting.us/job/superintendent-adams-14](http://www.jgconsulting.us/job/superintendent-adams-14)**

**Contact Robert Renaud if you encounter any issues with your application: [rmrenaud@yahoo.com](mailto:rmrenaud@yahoo.com)**

**Application packets may be mailed to:**

One-Fourth Consulting, LLC (D/B/A JG Consulting)  
3616 Far West Blvd., Ste. 117-586 Austin, TX  
78731

**Application Deadline:** April 16, 2021

**Desired Beginning Date:** TBD

**JG Consulting is conducting the executive search:**

James Guerra, CEO

Dr. Jose Leyba

Dr. Patricia Linares

P: (214) 934-5537

P: (480) 620-2480

P: (817) 996-5982

E: [james@jgconsulting.us](mailto:james@jgconsulting.us)

E: [leyba.jose@gmail.com](mailto:leyba.jose@gmail.com)

E: [patlinares@gmail.com](mailto:patlinares@gmail.com)

**Applicants are not to contact any School Board Member** The final selection is the sole responsibility of the Adams 14 School Board. For clarification and application inquiries, call (888) 765-3731. The School Board does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability (including HIV and AIDS), medical condition, genetic information, marital status, sex (childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, gender identity, gender expression, age, sexual orientation, and military and/or veteran status.

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Proposed Activities	Proposed Timelines
Planning discussion to initiate the Superintendent search with each School Board Member	February 22 – February 25
JG Consulting develops Leadership Profile with School Board	March 15 – March 18
Stakeholder Online Survey opens Superintendent Search Website Page Developed	March 19
Posting of Adams 14 Superintendent Position and active Recruitment Period	March 19 – April 16
Student; staff; and community forums	April 2 – April 7
Present formal scope of work and preliminary job profile to the School Board during executive session for any necessary modifications; identify recruiting channels and external networks; define marketing and recruiting strategies.	TBD
Candidate Application Portal is Open; Marketing and Recruiting Activities; Local, state, regional and national publications; Other publications and websites; Campaigns: E-mails, calls and virtual meetings and in-person recruitment.	TBD
JG Consulting candidate screening; includes online interviews	March 19 – April 20
Application due date	April 16
Prepare and present pre-screened applicants in a reporting format and with access to the online interview videos	TBD
Candidate Review	April 23
Round I of Interviews	April 28 – April 29
School Board Interviews Finalists	May 3 – 4
School Board Names Lone Finalist	TBD
Superintendent Begins Service	July 1

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## Verification for Superintendent

Please attach a brief explanation for any circumstances arising from the questions below that you are unable to initial. I hereby certify that none of the listed conditions have occurred by initialing each of the following:

\_\_\_\_\_ I have never left any governmental-related employment or other profession, voluntarily or involuntarily, while the subject of an inquiry, review, or investigation of alleged misconduct or alleged violation of professional standards of conduct or had reason to believe such investigation was imminent.

\_\_\_\_\_ I have never been nor am I currently the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of the professional standards of conduct.

\_\_\_\_\_ I have never failed to complete a contract for employment in any industry for any alleged misconduct or alleged violation of professional standards of conduct.

\_\_\_\_\_ I have never had a professional certificate, credential, or license (of any kind) revoked or suspended nor have I been placed on probationary status for any alleged misconduct or alleged violation of the professional standards of conduct.

\_\_\_\_\_ I have never been denied a professional license for which I applied or was granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct.

\_\_\_\_\_ I have never surrendered a professional license of any kind before its expiration.

\_\_\_\_\_ I have never been disciplined by any public agency responsible for licensure of any kind including but not limited to educational licensure.

\_\_\_\_\_ I have never been charged with any: (a) felony, (b) misdemeanor, or (c) major traffic violation, such as; driving under the influence of intoxicants or illegal drugs; reckless driving; fleeing from or attempting to elude a police officer; driving while my license was suspended, revoked or used in violation of any license restriction; or failure to perform the duties of a driver or witness at an accident.

\_\_\_\_\_ I have never entered a plea of guilty or no contest relative to any charge for an offense listed in the question above.

\_\_\_\_\_ I have never had any civil complaint, judgment or other court order entered against me resulting from abuse, assault, battery, harassment, intimidation, neglect, stalking or other threatening behavior toward other persons.

\_\_\_\_\_ I have never been the subject of a substantiated report of child abuse or sexual misconduct of any kind.

\_\_\_\_\_ I have not previously nor am I currently the subject of an ongoing investigation related to a report of suspected child abuse or sexual conduct.

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\_\_\_\_\_ I authorize you to make such investigations and inquiries of my personal, employment, educational, financial, and other related matters as may be necessary for an employment decision.

## Confirmation of Verification

The information that I have provided in this Verification of Superintendent Application is true and accurate to the best of my knowledge. I have answered all of the questions to the best of my ability and I have not knowingly withheld information that would negatively affect my application. Any misrepresentations or omissions of fact in this application, any materials submitted with this application, or during interviews may be cause for rejection of this application or subsequent dismissal from employment, if hired.

I hereby authorize all my current and former employers who are education providers to disclose the (a) dates of my employment; (b) whether I was the subject of any substantiated reports of child abuse or sexual conduct related to my employment; (c) the dates of any substantiated reports; (d) the definitions of child abuse and sexual conduct used by the education provider when the determination was made that any reports were substantiated; and (e) the definitions of child abuse and sexual conduct used by my education provider employer to determine whether any reports were substantiated.

I authorize my listed references, current and past employers , and anyone else who has information about my work history, education qualifications, or fitness to provide such information to the Adams 14 School Board for which I have completed an employment application. I release all persons providing this information to the Adams 14 School Board from any liability whatsoever for obtaining and providing that information, regardless of the results.

I acknowledge that finalists in this Superintendent search may be subject to criminal records check by the Adams 14 School Board or any other relevant state-licensing agency related to my employment. I acknowledge that the Adams 14 School Board may conduct an internet search, reference checks, background investigations and confirmation of employment as a part of this application.

## Confidential Search: Superintendent for Adams County School District 14

Signature of Applicant: \_\_\_\_\_

Printed Name of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_