

EXECUTIVE SEARCH SERVICES

NOTICE OF VACANCY OPPORTUNITY



www.azsa.org



The Governing Board of the Globe Unified School District announces a search for a new District Superintendent. Qualified applicants are invited to apply for this exceptional opportunity.

From its roots in the late 19th century to the historic Globe High School—built 1910; the oldest high school in the State of Arizona that is still in use by its original tenant—to its current configuration of Copper Rim Elementary School, High Desert Middle School, and GHS, the Globe Unified School District (GUSD) has prepared children for the future and served as the hub of the community.

Globe Unified School District is a Capturing Kids Hearts (CKH) District. The CKH Process is a research-based school process designed to strengthen students' connectedness to school and staff. This is done through enhancing protective factors and targeting modifiable risk factors.

Globe USD's constant focus is living up to its vision statement of "capturing hearts, empowering minds." GUSD's commitment to its staff, students, and community is to build positive relationships in everything it does. A CKH school, a Beyond Textbooks partner, and continual innovator, Globe provides extraordinary opportunities for its students and community. Its FIRST Robotics and Elementary School Dual Language Immersion programs are rarities in rural Arizona districts. Its All Children Eat (ACE) food pantries support effort feeds many students. These various initiatives rest on a district foundation of strong financial stability.



Vision & Mission

Our Vision Statement:

Capturing Hearts,
Empowering Minds

Our Mission Statement:

Globe Unified School District will use its resources to emphasize academic achievement, promote lifelong learning, and encourage community and global service.



District Operational Information

- **Maintenance & Operations Budget (FY24):** \$ 12,008,342
 - **Unrestricted Capital Budget (FY24):** \$ 3,874,418
 - **Primary Tax Rate 2023:** 4.2092
 - **Secondary Tax Rate 2023:** 0.4689
 - **Average Salary of All Teachers (FY24):** \$49,770*
- *excludes Prop. 301 or extra duty stipends*

Community Profile

Located at 3,500 feet above sea level, Globe is in the heart of Arizona’s magnificent Tonto National Forest and is surrounded by some of the most spectacular mountain vistas in the Southwest. Founded in 1875, it has a colorful history, punctuated by mining discoveries, and is supposedly named after a globe-shaped piece of pure silver found nearby. The mining and ranching economic base are still a major factor in the city’s economy. Globe is the county seat for the 53,000+ residents of Gila County and home to over 7,000 residents.

Globe is situated near the mid-point of the legendary Old West Highway that stretches from Apache Junction, Arizona east to Lordsburg, New Mexico. Known for its rich western historical past, Globe has been home to gunfighters, outlaws, Apaches, ranchers, and miners. Today it offers travelers access to the Pinal Mountains with great recreational opportunities, a burgeoning art scene and access to some of the best Mexican food in the Southwest. Truly authentic, it is “Arizona To The Core.”

For additional information about the district and community, please access the website noted below:
www.globeschools.org



Our Students

MUHSD serves approximately 1,200 students in 9th through 12th grade. Demographically our student population is:

Asian	1%
Black	.002%
Hispanic	38%
Multiracial	2%
Native American	25%
White	34%

Our Personnel

FY 2024:

- 98 Certified Teachers and Administrators
- 141 Classified Administrators and Staff
- 17.4:1 Student to Teacher Ratio

Governing Board

- Jacque Sanders, President
- Frank Grice, Board Clerk
- Lisa Brown, Member
- Frankie DalMolin, Member
- Anthony Hernandez, Member

DEADLINE TO APPLY IS JAN. 8, 2024

Position Profile

The Globe Unified School District Governing Board seeks an experienced leader with high standards, personal integrity, and good moral character. The successful candidate will be a highly energetic education professional who has a strong background in teaching and educational leadership and possesses the skills necessary to continue the District's commitment to excellence, while focused on improvement of opportunities and outcomes. The Board is also interested in selecting a leader committed to maintaining a strong teaching staff while attracting families and students.

The Governing Board understands that candidates are likely to possess traits and skills in varying degrees and seeks an individual who demonstrates the "best fit" for the position and the community.

Position Requirements

- Experience as a classroom teacher.
- Master's Degree from an accredited university.
- Experience as a central office administrator, building principal, or other administrative position.
- Current Arizona Superintendent Certificate or ability to attain one.
- Doctorate Degree from an accredited university (preferred).
- Fingerprint verification from the state of Arizona.

The Governing Board seeks a Superintendent who:

- Demonstrates excellent interpersonal skills that facilitate accessibility to staff, parents, and community members.
- Is committed to the well-being and academic success of all students.
- Is enthusiastic about student-centered programs and activities, is committed to the growth of every child as a student and is a person who has been successful in the implementation and development of programs that meet the needs of every child.
- Has experience in curriculum planning and instruction, and in coordinating or directing staff development.
- Is knowledgeable of current Arizona standards, assessment protocols, and educational statutes.
- Models high expectations and holds others to the same standards in accountability, honesty, integrity, accessibility, involvement and commitment to the District and community.
- Has experience and knowledge in school law, finance, fiscal planning, federal programs, grant writing, and district operations such as facilities, transportation, and food service.
- Values staff opinions, and ideas and engages staff and community in the development of District goals.
- Displays a passionate vision of education for the future.
- Embeds themselves fully in the life of the School District and the Globe community.



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Salary and Contract

The salary range for this position is \$120,000 - \$140,000. The actual salary for the successful candidate, to be determined during contract negotiations, will be based on experience and professional preparation.

The District offers a competitive benefit package that will be finalized during contract negotiations.

Search Timeline

Vacancy Announced (5:00 p.m. AZ time): November 14, 2023

Deadline for Applications (12:00 p.m. AZ time): January 8, 2024

Applicant Screening with Governing Board: January 18, 2024

Interviews with Board, Tour and Community Forum: January 29, 2024

Finalist Interviews, if needed TBD: February, 2024

Governing Board Enters into Contract Negotiation: TBD February, 2024

Announcement of New Appointment: TBD March, 2024

Incoming Superintendent Assumes Duties: July 1, 2024

To receive consideration, an applicant's file **must be completed and filed with ASA by 5:00 P.M. Arizona time, January 8, 2024.** Incomplete or late applications will not be considered. Once the position has closed, no additions or adjustments to an application packet may be made. This search may include one or two interviews. It is expected that the names of applicants to be interviewed will be released to the public at the screening meeting.

Inquiries

Globe Unified School District has engaged the services of the Arizona School Administrators to direct a search for qualified candidates. Each finalist will visit the district at his/her expense to be interviewed by the Governing Board. Governing Board members may visit the communities of selected candidates as part of the final selection process.

All inquiries related to this search are to be directed to Dr. Mark Joraanstad, ASA Consultant (mjoraanstad@gmail.com), or Dr. Paul Tighe, Executive Director, ASA.

Globe Unified School District is an equal opportunity employer.

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