

Superintendent Search

Louisa-Muscatine Community School District Letts, Iowa

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The Board of Education of the **Louisa-Muscatine Community School District, Letts, Iowa**, is seeking a highly qualified, fully certified, educational leader to serve as **Superintendent of Schools**. 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, 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: 800 students

Location: 19 miles southwest of Muscatine, Iowa

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board recognizes that selecting a superintendent is one of the most important decisions it will make. The Board developed the following desired characteristics.

Key Leadership Qualities

- **Approachable and Visible:** Actively present in schools and the broader community, engaging with students, staff, and residents. They must prioritize building relationships and trust across the district's diverse communities.
- **Strong Communicator:** Transparent, timely, and consistent in communication with all stakeholders, addressing concerns clearly and keeping everyone informed about district initiatives and decisions.
- **Equitable and Inclusive Leader:** Able to create and sustain a safe, respectful, and equitable environment for all students and staff, with a commitment to addressing issues like bullying and favoritism.
- **Integrity and Backbone:** A principled leader who stands firm in the face of challenges, makes difficult decisions with compassion and fairness, and prioritizes the best interests of students.
- **Culturally Competent and Collaborative:** Sensitive to the district's rural and multi-community dynamics, capable of uniting stakeholders around shared goals.

Experience and Expertise

- Educational Leadership: In-depth understanding of rural education challenges, including funding, staff recruitment and retention, and open enrollment.
- Community Engagement: Proven ability to foster partnerships with local businesses, community members, and families, creating a culture of trust and collaboration.
- Policy and Governance: Expertise in navigating board governance, clarifying roles and responsibilities, and advocating for staff and student needs effectively.
- Crisis Management and Conflict Resolution: Skilled at navigating sensitive issues with diplomacy, managing crises, and addressing systemic concerns like student discipline, bullying, and equity.

Personal Attributes

- Compassionate and Supportive: Demonstrates genuine care for the well-being of students, staff, and families, ensuring a supportive and positive district culture.
- Forward-Thinking: Proactive in identifying and addressing emerging challenges, and planning for the district's long-term success.
- Community-Oriented: Committed to embedding themselves in the community and becoming an integral part of its fabric, ensuring stability and consistency in leadership.

Search Timeline:

- Closing date for applications: **January 2, 2025 (11:30 a.m. central time)**
- Board of Education selects semi-finalists to interview: **January 6, 2025**
- Semi-finalists interviews with the Board of Education: **January 13, 2025**
- Interviews with the Board of Education: **January 17, 2025**
- Selection of new Superintendent: **January 17, 2025**
- Start date: **July 1, 2025**

Contact information:

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