

An Invitation to Apply for the Position of  
**Superintendent**



**MERRIMACK**

**School District SAU 26**

*Achieving Excellence*



**Merrimack, New Hampshire**

# The Position

The **Merrimack School District, Merrimack, New Hampshire**, School Board, is seeking a highly qualified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2022**.

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 School Board in identifying and screening the candidates.

## 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.

1. A person of integrity and high moral character, approachable, friendly, and welcoming to students, staff, and community members.
2. Someone who demonstrates understanding of multiple viewpoints and is capable of building consensus on actions to create conditions which promote success for all students, staff, and the community.
3. Is a visible, approachable presence in our community and is an excellent communicator and empathic listener who leads by example and responds appropriately to all stakeholders across the district.
4. A strong student-centered, experienced, educational leader who possesses a track record of facilitating continuous educational improvement with measurable results through evidence-based practices. Routinely uses empirical data to inform decision making.
5. A visionary, transparent, and collaborative leader who works to keep the momentum of the district going with a strategic focus. A team player who creates an environment of high expectations for students and staff and works with staff to develop their strengths. Possesses a fundamental belief that all students can learn at high levels.
6. Provides guidance and support to the school board and ensures members are meaningfully engaged in the work of the schools within the scope of their roles and responsibilities.

### **Note:**

*Must be certified as a Superintendent of Schools in New Hampshire; Candidates who are not currently certified should apply for certification at the New Hampshire Department of Education.*

### **Salary:**

The salary for the position is \$150,000 with the possibility of performance bonuses of up to \$15,000. New Hampshire does not assess state income tax or sales tax.



## The District

The Merrimack School District has six (6) schools: three elementary, one upper elementary, a middle school, and a high school.

Type of District: preK-12

Students Served: approx. 3,500 students

Staff: Approx. 800 staff

The Merrimack School District is committed to providing students with rigorous instruction that is aimed toward high achievement, opportunities for re-teaching and accelerated learning, to help every student to reach their potential. Education is differentiated through models of Understanding by Design (UBD) in order for every student to thrive. Using common core standards, curriculum is aligned to competencies. Student performance is regularly analyzed using a wide range of data points, with an emphasis on closing learning gaps.

This year, the District became a 1:1 for technology, grades 7-12. We are committed to hiring highly effective educators who seek ongoing professional development and advancements in degrees to be current with new technologies, pedagogies, and systems of care. Our educators are trained in a range of social emotional learning techniques; we understand the importance of relationship building and deepening our connections for everyone. The Merrimack High School is completing a journey around defining the Vision of a Graduate; this work will be essential in defining core values.

[www.SAU26.org](http://www.SAU26.org)

## The Community

Merrimack, New Hampshire is centrally Located: 11 miles to Manchester, 52 miles to Boston, MA, and 60 miles to the seacoast.

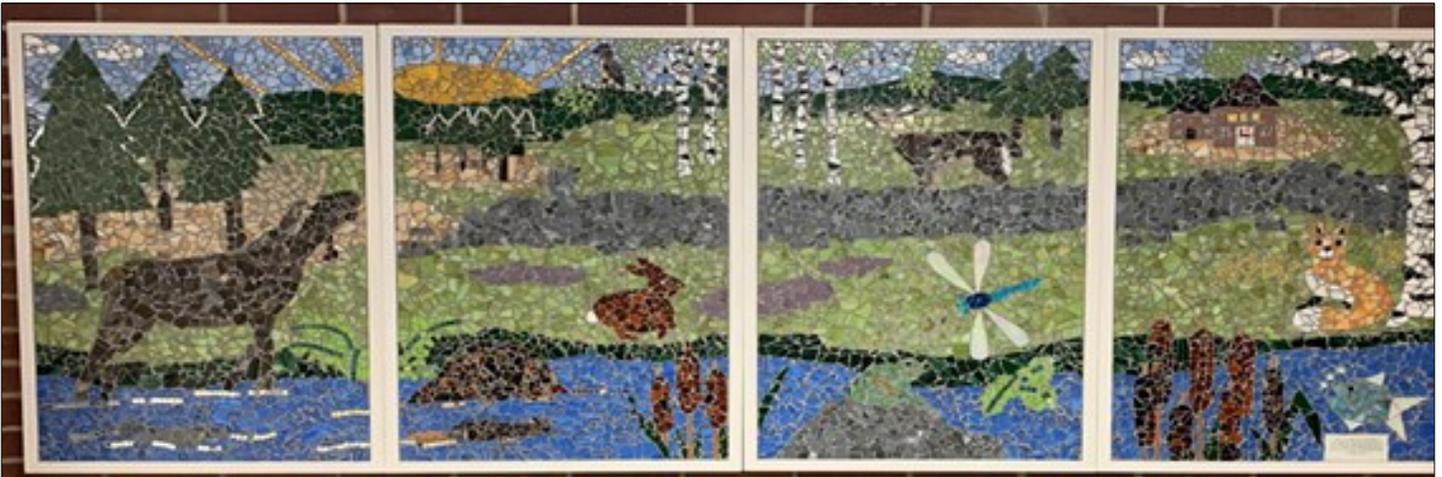
The Merrimack School District is one among the top ten largest businesses in Merrimack.



## School Board

The School Board consists of five members, elected to serve three-year terms. The incumbency of the members ranges from 1.5 to 11.5 years.

Name	Occupation	Years Served
Mrs. Cinda Guagliumi	Account Manager (Health IT)	7.5
Mrs. Laurie Rothhaus	Director of Adult and Community Education	1.5
Mrs. Shannon Barnes	Product Manager	11.5
Mrs. Jenna Hardy	Social & Emotional Interventionist	2.5
Mrs. Lori Peters	Educator	1.5



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## APPLICATION

available at

[www.macnjake.com](http://www.macnjake.com)



An application for superintendent should include:

- ◆ A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- ◆ A current résumé.
- ◆ A completed application form.
- ◆ Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

### *Selection Time Line*

- ◆ Closing date for applications: **January 3, 2022**
- ◆ School Board selects finalists to interview: **January 12, 2022**
- ◆ Interviews with the School Board: **January 18, 19, 20, 2022**
- ◆ Selection of new Superintendent: **Early February 2022**
- ◆ Start date: **July 1, 2022**

*Merrimack School District is an Equal Opportunity Employer. The district does not discriminate on the basis of 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.*