APS and the Community
Albuquerque Public Schools is an intricate part of the central New Mexico community it serves, encompassing the state's largest city and stretching over 1,200 square miles bordered by mountains, Indian reservations and volcanic cliffs.

APS is New Mexico's largest school district and 31st in the nation for enrollment with nearly 88,000 students taught by 6,300 teachers in 142 schools. Its diverse student population is 66 percent Hispanic, 23 percent Caucasian, 4 percent American Indian, 3 percent African American, 2 percent Asian and 2 percent other. About two thirds of students qualify for free or reduced lunch and 20 percent are English Language Learners.

APS is the city's number two job provider with 14,000 full and part-time employees.

The Community
Albuquerque, with its blue skies and 310 days of sunshine a year, is rich in culture and heritage, offering ample attractions including galleries, museums, music, dance, sports and outdoor activities. The state's largest city is part of a metropolitan center of nearly one million residents and is home to a national research laboratory, Kirtland Air Force Base, the University of New Mexico and Central New Mexico Community College.

To learn more about us, click or go to www.aps.edu
Academic Success
APS serves grades K-12 and provides programs for preschoolers and young adults with special needs. It offers a wide variety of services for its diverse student population including bilingual, Indian, early childhood, fine arts, career and technical and special education.

APS knows that one size doesn’t fit all when it comes to education, so it offers many choices to its students and families including a growing list of magnet schools that specialize in STEM, dual language, technology and more.

APS also knows that poverty, language barriers and other societal needs create an achievement gap, so the district provides a variety of services that address these needs including:

- Bilingual education for more than 12,000 students in 66 schools
- AVID that provides support for under-served students who are often the first in their families to attend college
- Redesign of schools that serve academically challenged students
- Summer programs that provide extra instruction
- Help completing the FAFSA, removing financial barriers for students wanting to attend college
- Parent engagement and outreach

Leadership & Budget
The APS Board of Education, made up of seven members elected to staggered four-year terms, establishes district policy, which is implemented under the direction of the superintendent. With a budget of more than $1.3 billion, the district greatly contributes to the Albuquerque economy. Voters historically have supported tax-funded projects including the building of nine schools in the past decade. Current focus is on the renewal, rejuvenation and rebuilding of aging schools.

District Goals:
**Goal One:** Academic Achievement – Albuquerque Public Schools will implement an academic plan aimed at improving achievement for all students with an intensified focus on closing the achievement gap

**Goal Two:** Financial Stewardship – Albuquerque Public Schools will maintain a transparent, sound, and responsible financial plan that advances student achievement, supports family and community engagement and provides a safe and supportive climate for learning and working that maximizes student achievement

**Goal Three:** Family and Community Involvement – Albuquerque Public Schools will meaningfully engage families and enhance partnerships with the community to maximize student achievement

**Goal Four:** School Environment – Albuquerque Public Schools will provide a safe and supportive climate for learning and working that maximizes student achievement

Albuquerque Public Schools Seeks A Superintendent Who…

- Possesses excellent people skills, presents a positive image of the district and will listen to input and make a decision when necessary
- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community
- Is able to work with legislators on key topics and can lead an organization throughout the legislative process
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance
- Is a strong communicator; speaking, listening and writing
- Demonstrates commitment to community visibility with high interest in a broad range of community groups and organizations
- Is strongly committed to a “student first” philosophy in all decisions
- Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community
- Is able to identify and select building and central office administrators who are capable of advancing the district vision
- Has the ability to develop and maintain a mutually beneficial relationship between the business community and the school district
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement
- Has knowledge of emerging research and best practice in the area of curriculum/instructional design and practice

Selection Process
All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by law. After all applications are reviewed and preliminary interviews have been conducted by the consulting firm, the names of candidates will be presented to the APS Board of Education for its consideration. The APS School Board takes sole responsibility of final interviews. Board members may elect to visit finalists’ communities.

Superintendent Salary
The salary will be competitive regionally in the range of $300,000 plus an excellent comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting Board of Education criteria.

Deadlines and Application Process
The Albuquerque Public Schools Board of Education encourages all qualified candidates to apply by the deadline of March 2, 2015. Interested candidates may apply online at www.rayassoc.com.

Questions should be directed to:
Ray and Associates, Inc.
4403 First Ave. SE, Suite 407 • Cedar Rapids, IA 52402-3221
Phone: 319-393-3115 • Fax: 319-393-4931
E-mail: glr@rayassoc.com • Website: www.rayassoc.com

Deadline to Apply: March 2, 2015

Please do not contact Albuquerque Public Schools or the APS Board of Education directly.