

Invitation to Apply

The Board of Education of the Highlands School District is seeking applications from outstanding educational leaders for the position of Superintendent of Schools. The successful candidate will be appointed in upon completion of the search process.

Application Procedure

Interested and qualified persons who wish to apply for this position are invited to submit the following by **November 16, 2012**:

- Letter of interest (cover letter)
- Detailed Resume / Curriculum Vitae
- Pennsylvania Letter of Eligibility
- Official Transcripts
- Five Reference Letters
- Acts 34, 114, and 151 Clearances

Please provide secure e-mail address. Permission to contact references is required. The application period is open until the position is filled. Applicants are requested NOT to contact any member of the Highlands Board of Education.

All inquiries and application materials must be directed to:

Dr. Diane Kirk
Tri-State Area School Study Council
University of Pittsburgh
4307 Wesley W. Posvar Hall
230 South Bouquet Street
Pittsburgh, PA 15260

Office: 412-648-1716
Cell: 412-719-4304
Fax: 412-648-7185
Email: tristate@pitt.edu

Qualifications/Candidate Profile

Candidates must hold a Pennsylvania Letter of Eligibility certificate and must have superintendent experience. Doctorates are strongly preferred.

Other requirements include but are not limited to:

- Strong executive skills
- Knowledge of current trends in education and finance
- Extensive knowledge of PA school law
- Positive communication skills in relating well with students, staff, parents and community
- School improvement experience
- Proven ability in strategic planning, labor relations, and maximizing human resources
- Experience in fiscal affairs, including cost-effective techniques and budgeting
- Ability to use data to drive decisions and strive for student excellence
- Capable of establishing a culture of professional and academic excellence and maintaining a high standard of ethics

Highlands School District is an equal-opportunity employer.

Board of Education

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Highlands School District
PO Box 288
Natrona Heights, PA 15065
724.226.2400
www.goldenrams.com



Highlands School District

An invitation to apply for the
position of

SUPERINTENDENT OF SCHOOLS



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Highlands School District



Highlands School District



Be Proud.
Be Golden.
We are RAMS!

Our District

Located in Southwestern PA, Highlands School District comprises the municipalities of Fawn Township, Harrison Township, Brackenridge Borough and Tarentum Borough. The area is approximately twenty-two square miles with a population of about 25,000. It is located in the northeast corner of Allegheny County along the Allegheny River about 18 miles from Pittsburgh. Route 28 provides easy access to the Greater Pittsburgh area.

The immediate area contains major industries, including three major research and development facilities. The four communities offer a mixture of urban and rural residential areas, and a variety of recreational, educational, shopping, dining, entertainment, and health care facilities. Residents are within commuting distance of major Pittsburgh and Western Pennsylvania colleges and universities, and a wide selection of business and technical schools.

Highlands firmly believes that our children's futures begin with a strong foundation, built piece by piece at home, in the community, and in our schools. We set goals each year to improve upon programs, educational services and facilities that will help our students build a solid foundation and establish lifelong skills that they can use to continue to grow. Our students are challenged with innovative curriculum, motivating teachers and continually updated classes. Highlands has consistently received high ratings from local, state, and national evaluation programs on both elementary and secondary levels, and has maintained a maximum accreditation rating.

Our Schools

Highlands School District comprises five school buildings. Highlands High School contains grades 9 through 12; Highlands Middle School houses grades 6 through 8; Grandview Upper Elementary School contains grades 3 through 5 and the Pre-K Counts Program; and Fairmount Primary Center & Fawn Primary Center comprise grades Kindergarten through 2. Grades K-5 receive school-wide Title I funding.

The Administrative Center moved to the first level of the High School's C-wing during the summer of 2012. The district also has a maintenance building located near the High School and a Community Center near Golden Rams Stadium.

Our Community

Highlands School District is a merger of the townships of Fawn and Harrison and the boroughs of Brackenridge and Tarentum. The area comprises about twenty-two square miles and has a population of approximately 25,000. It is located in the northeastern corner of Allegheny County along the Allegheny River about eighteen miles from Pittsburgh. The area was once highly industrialized, and is near some of the finest research establishments in the world. Living costs are moderate in comparison with larger cities. This region is urban yet in many ways rural; portions are wooded, others very thickly populated. The rolling hills, fine shopping centers, recreational areas and friendly people make High-lands School District a fine place in which to work, live, and raise a family. Highlands School District is within commuting distance of the Penn State Center at New Kensington, the Community College of Allegheny County in Monroeville, and numerous major colleges and universities in the Pittsburgh area.

Our Beliefs

We believe that...

- Parents should be involved in the education of their children.
- Self-esteem is important for personal growth.
- Quality education must be accessible to everyone.
- Every individual must be treated with respect and dignity.
- Education is a life-long process.
- All students can learn.
- Education is a shared responsibility and cooperative effort between home, school, and community.
- An effective education extends beyond the classroom experience.
- Achieving success is the most important motivational experience.
- A caring environment nurtures the desire for learning.
- Every citizen should be involved in education.
- Early childhood education begins the formative process of learning.
- Assessment should guide instruction.
- Learning experiences are best achieved in a flexible environment.

Every student's education should be cultivated by a...

- Desire for learning
- Comprehensive core of knowledge
- Developmentally appropriate curriculum

Every student should be able...

- To set goals
- To be responsible
- To communicate with others
- To reason and problem solve
- To work cooperatively
- To make sound decisions
- To utilize technology as a tool

District Administrative Team

- Superintendent
- Assistant to the Superintendent
- Business Manager
- Director of Special Education
- Director of Pupil Personnel Services
- Director of Management Information & Technology
- Facilities Manager
- Athletic Director
- School and Community Relations Department
- 4 Building Level Principals
- 2 Building Level Assistant Principals

District Statistics

Number of Students Served.....	2,533
Graduation Rate.....	89%
Average Student-to-Teacher Ratio.....	1:18-1:25
Number of Teachers.....	187
% of Highly Qualified Teachers.....	100%
% Free and Reduced Lunch.....	63%
2012-2013 Budget.....	\$37,211,708



The mission of Highlands School District is to create a quality, caring educational environment and to develop academic, vocational and social programs that will enable students to achieve their highest potential in personal growth; and that the family, the community, business and industry will share in the responsibility to prepare students to function as effective citizens in an ever-changing global community.