



Superintendent Leadership Profile

MISSION

Alamogordo Public Schools will ensure that each student possesses the knowledge, skills, and character to create a successful and responsible life.

VISION

To develop an educational foundation for our students to be life-long learners, to care for others, to be adaptable, and to be prepared to thrive in a diverse, ever changing world.

DISTRICT BACKGROUND

Alamogordo Public Schools (APS) has a long-standing history in the Tularosa Basin. The school district is the third largest employer in Otero County, with nearly 900 employees. Alamogordo Public Schools is governed by a 5-member elected school board that sets policy and approves the annual budget. The APS superintendent oversees the operation of the district.

There are more than 5,500 students in the district enrolled in one high school, three middle schools, nine elementary schools, and two preschool programs. More than 1,000 of these students are dependents of active duty service members and an additional 10-12% are considered "military-connected."

Students from Alamogordo, High Rolls, La Luz, and Holloman AFB are provided educational services via Alamogordo Public Schools. The District has the vision to strive for integrity/ethics and to do the right thing for our students.

We care for others, promote a positive attitude, and facilitate communication to be honest, substantive, and relevant. We build on relationships and feel that respect and trust are earned, not given. Most importantly our vision includes the need to be a "team player" in your child's education.

JG Consulting has engaged with Alamogordo Public Schools (APS) to recruit candidates to serve as the Superintendent.

The Alamogordo Board of Education seeks an experienced, visionary, and community-centered leader who is passionate about fostering a student-focused educational environment. The next superintendent will be a visible, approachable, and hands-on leader, dedicated to academic excellence, staff empowerment, and stakeholder engagement.

This individual will work closely with the Board of Education, staff, students, parents, business leaders, and the military community to ensure the success of every student. The superintendent must have a proven track record of effective leadership, fiscal responsibility, and strategic planning while fostering a culture of trust, collaboration, and accountability.

A successful candidate will embody the following qualities and competencies:

Commitment and Stability

- Demonstrates integrity, honesty, and ethical leadership, ensuring transparency and accountability at all levels.
- Commits to long-term leadership in Alamogordo, bringing stability to a district that has experienced frequent leadership turnover.
- Invests in the long-term success of students, staff, and the community, ensuring sustainable improvements.

Instructional Leadership and Academic Excellence

- Champions high expectations for student achievement, focusing on literacy, numeracy, and post-graduation readiness.
- Ensures students are performing at or above grade level in core subjects using evidence-based instructional strategies.
- Supports career and technical education (CTE), STEM, and college readiness programs to provide diverse pathways for student success.
- Builds a culture of high-quality teaching and learning, ensuring professional development for staff and effective instructional leadership at all levels.

Community Engagement and Visibility

- Actively engages with parents, staff, students, and community stakeholders, fostering collaborative relationships.
- Strengthens ties with Holloman Air Force Base, local businesses, and civic organizations, ensuring alignment with community needs.
- Advocates for military-connected families and students, ensuring equitable access to education for transient populations.
- Leads with empathy, making all stakeholders feel valued and heard.

Strategic and Visionary Leadership

- Develops and implements a clear, forward-thinking strategic plan that aligns with district goals and community aspirations.
- Navigates political, financial, and operational challenges, ensuring decisions remain focused on student success.
- Uses data-driven decision-making to assess programs, policies, and district initiatives for effectiveness.
- Fosters a culture of collaboration and shared accountability between the Board, staff, and community.

Operational and Financial Management

- Leads with fiscal responsibility, prioritizing resources for students, staff, and infrastructure improvements.
- Oversees school facility upgrades and bond management, ensuring Alamogordo Public Schools provides safe, modern learning environments.
- Strengthens budgeting and financial planning to maximize resources while maintaining long-term sustainability.
- Advocates for state and federal funding to ensure adequate resources for district priorities.

Staff Support and Organizational Culture

- Fosters a positive, respectful, and supportive work environment, valuing the contributions of all staff.
- Supports teacher retention and professional growth, ensuring educators feel empowered and valued.
- Builds strong leadership pipelines within the district, ensuring succession planning and leadership development.
- Creates a culture of trust, stability, and collaboration, ensuring staff and community confidence in district leadership.

Commitment to Fairness and Opportunity

- Ensures all students—regardless of background, socioeconomic status, or ability—have access to high-quality education.
- Addresses achievement gaps by implementing targeted interventions and support systems.
- Advocates for fair hiring practices.

Advocacy and Political Navigation

- Effectively navigates local and state political landscapes, ensuring the district receives adequate representation and funding.
- Stands firm in making decisions that benefit students, regardless of political pressure.
- Builds productive relationships with policymakers, legislators, and education officials to advocate for district priorities.

Safety, Discipline, and Student Well-Being

- Ensures safe, secure, and inclusive learning environments for all students and staff.
- Addresses student discipline concerns, promoting restorative practices and behavioral accountability.
- Prioritizes mental health support and student well-being, ensuring access to counseling, social-emotional learning, and student services.

SELECTION PROCESS

The Alamogordo Board of Education is committed to a comprehensive, transparent search process to identify a leader who embodies these qualities and values. Candidates must demonstrate a history of successful leadership in K-12 education, with experience in instructional leadership, financial management, and community engagement.

The next superintendent of Alamogordo Public Schools will play a critical role in shaping the future of the district, ensuring students graduate with the skills, knowledge, and confidence needed for success in college, career, and life.

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the APS School Board for its consideration to conduct additional interviews. The first and final rounds of interviews will be in closed session with the School Board.

Salary and Benefits: Negotiable; commensurate with experience
Criminal History/Background: Required Fingerprinting: Required

The online application should include one (1) PDF file with the following documents in this order:

- Letter of Interest
- Current Resume
- References (List or Letters)
- College/University Transcripts

Electronic submittal is required: <https://careers.jgconsulting.us/jobs/Careers/>

A reply email will be sent to confirm submission has been received.

Application Deadline: MARCH 21 **Desired Beginning Date:** [TBD]

SEARCH ACTIVITIES	TIMELINE*
Planning discussion to initiate the Superintendent search with Board Members and Search Committee.	January 13
Internal and external community-related meetings: <ul style="list-style-type: none"> • Meet with each board member individually • Search Committee meetings conducted by search firm (in-person, Zoom, and conference calls) • Online survey - closed TBD • Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search 	January 20 - February 19
Present formal scope of work and preliminary job profile to the School Board for approval and/or necessary modifications; research recruiting channels within PreK-12 and external networks; define marketing and recruiting strategies	February 19
Candidate Application Portal is open <ul style="list-style-type: none"> • Marketing and recruiting activities • Local, state, regional, and national publications • Other education publications and websites • Campaigns: virtual meetings and in-person recruitment 	February 20
Application Deadline	March 21
Candidate review in closed session	April 2
Candidate Interviews: <ul style="list-style-type: none"> • Round 1 in closed session • Round 2 in closed session • Deliberation & Hire Superintendent 	April 9-10 April 14-15 April 16



JG Consulting is conducting the executive search:

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Applicants are not to contact any members of the Board.

The final selection is the sole responsibility of Board of Education. For clarification and application inquiries, call (888) 765-3731. Alamogordo Public Schools does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability, medical condition (including HIV and AIDS), genetic information, marital status, sex (childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, gender identity, gender expression, age, sexual orientation, and military and/or veteran status.