



Cooperative Educational Service Agency #4

923 East Garland Street
West Salem, WI 54669

608-786-4800, 800-514-3075
www.cesa4.org

Statistics	
Districts Served:.....	26
Total Student Population.....	36,339
Employees.....	54
Operating Budget.....	\$4.7 million

Welcome to the Cooperative Educational Service Agency #4 Agency Administrator Search

Mission

Working together to provide leadership and service addressing the diverse needs of schools and communities.

Vision

Serving and leading for excellence in education.

About Cooperative Educational Service Agency #4

CESA #4 is an educational service agency located in western Wisconsin and is one of twelve CESAs that serve schools within Wisconsin. CESAs make it possible for schools, regardless of size, to work together to share staff and equipment, save money, and extend educational opportunities to all corners of the state and to all children.

CESA #4 staff pride themselves on their ability to design services to meet the unique and specific needs of the districts of our region. Staff members maintain regular contact with the Department of Public Instruction and other educational entities to provide “cutting” edge programming and services and leadership to meet the needs of administrators, teachers and support staff. Additionally, the Agency employs a number of itinerant staff members who travel to our districts daily to serve the needs of students in low-incidence programming.



The CESA 4 Community

CESA #4 serves 26 school districts:

- | | |
|----------------------------------|----------------------------|
| 1. Alma | 14. La Crosse |
| 2. Alma Center-Humbird-Merrillan | 15. La Farge |
| 3. Arcadia | 16. Melrose-Mindoro |
| 4. Bangor | 17. Norwalk-Ontario-Wilton |
| 5. Black River Falls | 18. Onalaska |
| 6. Blair-Taylor | 19. Royall |
| 7. Cashton | 20. Sparta |
| 8. Cochrane-Fountain City | 21. Tomah |
| 9. De Soto | 22. Viroqua |
| 10. Gale-Ettrick-Trempealeau | 23. West Salem |
| 11. Hillsboro | 24. Westby |
| 12. Holmen | 25. Whitehall |
| 13. Independence | 26. Wonewoc-Union Center |

Service...Above and Beyond

CESA #4 is located in West Salem, a community of 4,900. West Salem is located close to La Crosse with a population of 50,000 plus. CESA #4 has positive working relationships with the three institutions of higher education in the area (UW-La Crosse, Viterbo University and Western Technical College).



From the Pumphouse Regional Arts Center to the La Crosse Center and the Weber Center for the Performing Arts, La Crosse has some of the region's finest venues for experiencing visual and performing arts. Home to the La Crosse Symphony Orchestra, the La Crosse Community Theatre, and top-tier arts, music, and theatre programs at the University of Wisconsin-La Crosse and Viterbo University, there is no shortage of opportunities for a night of cultured entertainment.

Three majestic rivers and the beautiful bluffs surrounding them make La Crosse County the perfect outdoor recreation area. You can kayak, fish, or just cruise the Mississippi, and Hixon Forest is full of trails for hiking and biking. Work on your short game at any of our six area golf courses, or experience some of the region's best downhill and cross-country skiing. The La Crosse Regional Airport serves the community with connecting flights to Minneapolis and Chicago. La Crosse is also well-known for its outstanding medical facilities. Gundersen Health System and Mayo Clinic Health System are in La Crosse and have satellite clinics in the outlying communities in the region.

Qualifications

Cooperative Educational Service Agency #4—Agency Administrator

The Cooperative Educational Service Agency #4 seeks a collaborative and visionary individual who is committed to excellence in providing leadership to the agency's 26 school districts. The next administrator will lead based on the principles of cooperation and service. The individual must practice excellent interpersonal skills, engender trust, and act with integrity in all circumstances. The successful candidate is expected to understand the characteristics of rural schools, establish strong working relationships with the member school districts, agency staff, and other consumers of CESA services. The successful candidate will serve as the primary advisor to the Board of Control.

In addition, the successful candidate should possess and exhibit skills and experiences in the following areas:

Leadership – Practice a management style that allows employees to maximize their skills and capabilities while holding them accountable for their performance. Demonstrate strong planning skills to ensure that the agency and its member school districts are prepared for change and equipped for the future. Provide strong leadership to Board of Control, the professional Advisory Committee, and agency staff.

Financial - Possess a solid understanding of school finance and business practices. Provide oversight to the fiscal operations of the agency. Understand the underlying financial circumstances facing member school districts and adjust program offerings and costs accordingly to maintain participation levels ensure member satisfaction. Possess creative thinking in terms of potential revenue sources including the delivery of services to non-traditional clients.

Communication/Interpersonal Skills - Demonstrate a sincere desire to listen to the needs and issues expressed by member school districts. Write and speak with clarity when outlining and promoting programs and services to member schools. Demonstrate strong working relationships with member school districts using multiple means of delivery to ensure information is received and feedback is measurable. Exhibit an interest to build effective connections with legislators, higher education, businesses, and community leaders to advance issues important to the agency and public education.

Continuous Improvement - Demonstrate a commitment to continuous professional development for all agency personnel using varied means to identify future trends and issues pertinent to the development and advancement of programs and services to member school districts. Participate in local, regional, state, and national organizations to create networks from which data and knowledge can be gathered to strengthen the agency's ability to respond to programs and services important to the school districts comprising CESA #4.



Cooperative Educational Service Agency #4

Application Process

Timeline

Vacancy Announcement.....March 6, 2020
Application Deadline April 6, 2020
Review of ApplicationsApril 14, 2020
First Round of Interviews April 21 & 22, 2020
Final Round of InterviewsApril 28, 2020
Announce New Administrator (tentative) May 8, 2020
Position Start July 1, 2020

Service...Above and Beyond



Requirements:

Wisconsin DPI administrative licensure (or ability to obtain) and at least five (5) years of experience as a school district superintendent are required.

A description of the application process may be found on the WASB website at wasb.org.

📖 The CESA #4 website is cesa4.org.

📖 The application deadline is April 6, 2020.

📖 Duties will begin on July 1, 2020.

CESA 4 Agency Administrator Search

- Interested Applicants should contact:
Roger Foegen, Search Services Consultant
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- For Procedural Questions, contact:
Sally Sweitzer, Search Services Coordinator
ssweitzer@wasb.org , 608-512-1721

