

Adams 12 Five Star Schools

Superintendent



CASE STUDY



Jim Huge Helps Colorado's Five Star Schools Find New Leader

In 2010, Adams 12 Five Star Schools hired **Jim Huge** to help find their next superintendent. Jim Huge had assisted with three other searches for the school district since 1990 with achievement increasing significantly with each superintendent. The district came to him a fourth time, wanting candidates who were focused on continuing to improve achievement and develop a sense of community within the district.

52 candidates were considered for the position. After an initial screening process, 15 candidates were recommended to the school board, who chose 8 candidates to be interviewed. The final 8 candidates came from diverse backgrounds but all had track records of excellence in leadership. The search was completed in 3.5 months.

CUSTOMER PROFILE

Adams 12 Five Star Schools serves 5 distinct communities just north of Denver. The district serves a diverse student population with over 43,000 enrolled speaking 74 languages, in 53 schools.

CHALLENGE

Find a superintendent who would improve achievement, reduce dropout-rates, and bring all the communities within the Five Star district together as one community.

RESULT

Jim Huge pre-screened 52 applications for the position. After an initial interviewing and screening process, 15 highly qualified individuals were recommended. 8 candidates were brought in for an on-site interview. The search lasted 3.5 months.