



Capitan Municipal Schools Superintendent Search

Thank you for your interest in applying to be the Superintendent of Capitan Municipal Schools. See the links below to learn more about our district and apply for the position.

Please direct any questions to: SuperintendentSearch@capitantigers.org

Deadline to Apply – March 26, 2026 at 5:00 PM (MST)

About Our Community

The Village of Capitan is located in historic Lincoln County in the south central part of New Mexico, 165 miles southeast of Albuquerque. 1,400 citizens live at an elevation of 6,350 feet nestled between the Capitan and the Sacramento Mountains. The average rainfall is 15.7 inches. The mean maximum temperature is 68 degrees while the mean minimum is 36 degrees.

Capitan was founded in the 1890s and incorporated in 1941. The Village has a mayor-council form of government, a professional police department and an excellent volunteer fire department. Completed in 2015 Capitan has a full-time clinic, a satellite of the Presbyterian Medical Group, and is served by an excellent EMT unit.

Capitan is proud of its elementary and recently completed middle and high schools, which serves students in grades pre-K through 12. A high percentage of graduating seniors have received numerous scholarship offers from institutions of higher learning.

The progressive [Capitan Public Library](#) is one of only two libraries in Lincoln County completely staffed by volunteers. The Village is served by eight churches and nine civic organizations. The brand new [Zia Senior Center](#) is one of New Mexico's most active.

Capitan's recreational areas are among the finest in the southwest. Located in the heart of the Lincoln National Forest, the area is renowned for its big game hunting, fishing, skiing at Ski Apache and horse racing at Ruidoso Downs. Smokey Bear Historical Park is located in Capitan with two museums and a gift shop.

An Invitation

The Capitan Municipal Schools Board of Education is seeking to fill the position of Superintendent of Schools. The search process for this important position will be conducted over the next few months with the successful candidate starting at an agreed upon time after May 22, 2026.

Instructional Program

Capitan Municipal Schools serves students preK-12. The district utilizes the New Mexico Standards of Excellence as its primary curriculum for students and has a history of exceptional student success with a graduation rate of 88.2 percent and an attendance rate of 93.6 percent. Also, based on NMVISTAS.org District schools have been Spotlight designated schools for the past three years.

Beyond core offerings, Capitan Schools offers students the opportunity to experience a number of career and technical education courses, dual credit opportunities, participation in sports, and advanced placement courses.

Students in our schools enjoy a device to student ratio of 1 to 1. Instructional technology is an important tool teachers utilize on a daily basis. The Board of Education has continually invested in software and technology devices to ensure CMS students always have the most current technologies available. The district recognizes the important role technology plays, but the greatest instructional asset to students is the quality of teachers employed in our district.

The School System

Number of Students – 459

Certified Staff – 55

Classified Staff – 44

Schools:

- Capitan Elementary School – preK-5
- Capitan Middle School – 6th to 8th
- Capitan High School – 9th to 12th

Application Procedures

Terms of Employment:

It is the Board's intent to offer the successful candidate a X-year contract with a highly competitive salary and benefits package in consideration of professional preparation, qualifications, experience, and record of accomplishments. The Board expects the successful candidate to become an active member of the Capitan community. It is the expectation of the Board that the new Superintendent will reside within the immediate geographic area of Capitan as well as show support for and participate in school and community activities.

Candidate Qualifications:

The Capitan Municipal Schools Board of Education recognizes variations in candidate's qualifications and is committed to continuing the expectation of excellence for students, faculty, the Board, and the community. Candidates must possess exemplary personal and professional qualities and fit the following profile:

- Hold a current New Mexico Level 3B Administrative License
- 5 – years of successful administrative experience
- Strong understanding of New Mexico Statutes and regulations and how these influence the continuous development and revisions to district/school policy

- Strong oral and written communication skills
- Strong instructional leadership skills including the ability to understand local, state, and federal accountability measures and lead a program of continuous improvement
- Ability to employ and support the use of available instructional technology
- Thorough knowledge of financial procedures and budgeting that ensures the quality and breath of student programs
- Experience with capital improvement projects and facilities master planning
- A desire to develop and maintain a close professional working relationship with the Board of Education and an ability and willingness to keep the Board, school staff, and community well-informed
- An educational leader that committed to fostering collaboration with staff and the community to engage a process of continuous improvement.

How to Apply

Download the application at <http://www.capitantigers.org>

Submit the following documents with the completed and signed application:

- Cover letter addressed to the Capitan Municipal Schools Board of Education
- Resume or Curriculum Vitae
- Four current letters of reference
- Copy of NM Administrative 3B Certificate

Deadline for receipt of applications is March 26, 2026 at 5:00 PM

Email questions to SuperintendentSearch@capitantigers.org

Application Timeline (dates may be changed, if necessary)

February 24 – Superintendent Position Posted and Applications accepted

March 26 – Application period closes at 5:00 PM (MST)

March 30 to April 7 - Board Reviews Applications –

April 9 – Board of Education identifies semi-finalists

April 16 – Board of Education interviews semi-finalists

April 27 – Finalists announced

April 28 – Finalist Contacted

May 4 – Finalists participate in interviews with students and staff during the day and parents and community stakeholders in the evening.

May 4 – Finalists interview by Board of Education

May 11 – Board meets to consider the appointment of a new superintendent

May 18 – Board in an open meeting, names a new superintendent and approves contract offer.

Website: <http://www.capitantigers.org>