

ADDISON COMMUNITY SCHOOLS

"WE RISE BY LIFTING OTHERS"



SUPERINTENDENT OF SCHOOLS JOB POSTING

The Board of Education of the Addison Community Schools is conducting a search for its next superintendent. It is expected that the superintendent position will be selected prior to July 1, 2024.

COMMUNITY PROFILE

The Addison Community Schools is located in Lenawee, Hillsdale and Jackson Counties. It is 80 square miles of beautiful lake country in southern Michigan. The campus consists of a high school, middle school and elementary school.

The school system has a rich history, going all the way back to 1886. It is a community built on tradition, and they take great pride that their size allows the school system to be close knit, where people know each other, and are there to support each other. The Addison school system believes in connections. Staff are connected to students and families – and they believe in connecting learning through real-world experiences. And they are committed to making school fun.

DISTRICT PROFILE

- 700 students
- 46 professional staff; 42 support staff
- One high school; one middle school; one elementary school
- \$10 million general fund budget
- Fund Balance – 8%
- 1.8 mills debt millage

The mission of Addison Community Schools is to provide a well-balanced curriculum and learning environment, supplemented by enriching experiences in order for all learners to be successful.

The vision of Addison Community Schools is to prepare confident students in making positive contributions to the global society and the community in which they live.

POINTS OF PRIDE

- A Community built on tradition
- A caring and supportive staff who knows the students
- A small district with many opportunities for students, including:
 - AP courses
 - Dual enrollment
 - Special programs, such as the only firefighting program in the county
 - Programs, clubs, athletics at all levels
- Support for students with a Counselor, Therapist, Nurse
- Safety priority – employs a School Resource Officer
- Highly qualified teaching staff
- Active PTO organization

SELECTION CRITERIA

- Michigan Administrative Certificate, or equivalent
- Minimum of a Master's Degree; hours or degrees above a Master's desired
- Minimum of three to five years of successful leadership experience; teaching experience required; central office leadership or Superintendent experience desired

QUALITIES SOUGHT FOR A CANDIDATE

- Exemplifies the highest level of personal and professional ethics, personal integrity and trust
- Understands the values of the community and will immerse themselves into the community and will be visible and engaged in schools
- Demonstrates knowledge of and experience in public school finance and fiscal management issues – is fiscally responsible
- A visionary leader with the ability to engage all stakeholders in the pursuit of a clear vision for the district that focuses on student achievement, communication and use of district resources

- Demonstrates knowledge of and experience with effective curriculum, instruction professional development, assessment and best practices to improve teaching and student achievement
- Demonstrates creativity with curriculum and staffing to maximize existing resources
- An individual who has demonstrated a solid working relationship with staff while managing challenging external factors affecting public education
- Proven leadership ability with skills in implementing change through collaboration, successful systems, creative problem solving, and team building
- Demonstrates effective communication skills and excellent interpersonal and public relation skills
- Dedication to education excellence and the success of all students
- Commitment to a philosophy of continuous improvement through collaboration and evidence-based practices
- Knowledge of facility maintenance and operations, including support services
- Demonstrates success in human resource management, including conducting negotiations with collective bargaining units and other employment practices
- An individual who sets high expectations for self and others; holds staff accountable; and who accepts responsibility for results
- Approachable – treats people with respect and dignity – open to the ideas of others
- Leads by example

SALARY AND CONTRACT INFORMATION

The Board will offer a regionally competitive, comprehensive, multi-year contract with a salary commensurate with experience.

APPLICATION PROCEDURE

- Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at www.mileader.org or <http://www.applitrack.com/mileader/onlineapp>
- Completed on-line applications must be submitted no later than 4:00 PM on Friday, May 17th, 2024
- No “hard copy”, fax or email copies accepted. All materials will be treated confidentially through the screening process **only upon written request of the candidate**
- All questions regarding the search should be submitted to Randy Liepa, MLI Consultant, 734-634-4474, liepar246@gmail.com

APPLICANTS ARE ADVISED NOT TO MAKE DIRECT CONTACT WITH ANY MEMBER OF THE BOARD OF EDUCATION

SEARCH TIMELINE

- Application deadline is 4:00 PM on Friday, May 17th 2024
- Selection of candidates for first interviews – Monday, May 20th, 2024
- First round interviews – May 29th and May 30th, 2024
- Final interviews – June 3rd or 4th, 2024
- Visit to district to meet Addison stakeholders – June 3rd or 4th, 2024
- Final Selection – to be completed by mid-June, 2024
- Start date – July 1st, 2024 or after as agreed upon

BOARD OF EDUCATION

Andrea Woodring, President

Thomas Arnold, Trustee

Jennifer Frost, Vice-President

Lauren Bailey, Trustee

Kim Ford, Secretary

Scott Williams, Trustee

Josh Perry, Trustee

The superintendent search will be conducted with due regard to the Michigan Open Meetings Act (Public Act 267 of 1976) requirement of open meetings for all public body deliberations, decisions, and interviews.

THE ADDISON COMMUNITY SCHOOLS IS AN EQUAL OPPORTUNITY EMPLOYER