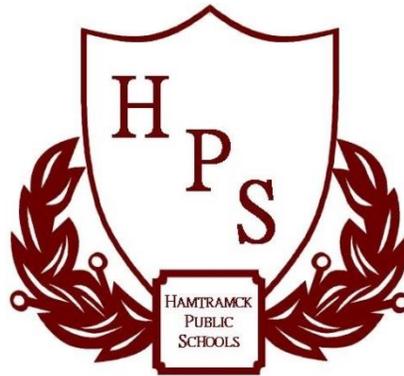


Position Announcement



Superintendent

The Board of Education of Hamtramck Public Schools is conducting a search for its next Superintendent of Schools. It is expected that the new Superintendent will be in place by Monday, July 1, 2019.

The Hamtramck Community

Hamtramck is a dynamic, vibrant, eclectic and progressive city with a rich history. Its city motto, “The World in Two Square Miles,” captures its immense pride in being the most diverse city in the State of Michigan. Hamtramck celebrates its multiculturalism and thrives as a melting pot where people live together in a climate of respect, harmony and unity. It is the most dense city in Michigan with everything being walkable and easily accessible. Hamtramck also has the highest density of school-age children in the State of Michigan. It is surrounded almost entirely by the City of Detroit and all that it has to offer. It is a unique community that is ever-evolving and on the rise.

The School District

Hamtramck Public Schools serves its 3,300 students in eight schools that include an early childhood center, four elementary schools, one middle school and two high schools. It also offers Adult Education and operates the city’s Parks and Recreation. Its 340 staff members include 198 teachers and 22 administrative staff members. It has an annual operating budget of \$41,768,000, with a foundation allowance of \$7,871 and the fund balance projected at \$8,477,000. The District is supported by three active millages: recreation, non-homestead and a sinking fund. In partnership with the Wayne RESA, Hamtramck Public Schools is a Blueprint for Turnaround district. It is the focal point of the Hamtramck community.

District Points of Pride

- The tremendous diversity (racial, ethnic, linguistic, religious, etc.) of students and staff
- Students who are hard-working, motivated, respectful and successful, as evidenced by high SAT scores and post-secondary accomplishments
- Staff members who are dedicated, fully committed, highly skilled, hard-working and passionate
- An inclusive, welcoming climate with a strong sense of community and a tight bond between the District and community
- Close partnerships with the City and community organizations (i.e., Ralph Wilson Jr. Foundation, Cranbrook Science Center, Detroit Institute of Arts, General Motors, Children's Hospital, Detroit City Football Club)
- Strong community and family support for the District and its schools, with a high level of respect and trust
- Relatively small size of the District that lends itself to a tight-knit family atmosphere and close relationships
- Programs, activities and opportunities that match the needs and interests of all students (i.e., visual & performing arts, DECA, robotics, athletics, student organizations)
- Student Health Clinic, housed at Hamtramck High School and open to all District students, operated in partnership with Children's Hospital
- District-run City Recreation Department with District-owned community parks
- Neighborhood schools
- A long and rich history, with historic buildings that remain a vital part of the District
- Financially stable with a healthy fund balance
- Enrollment trends are positive and on an upward trajectory
- Hamtramck High School is ranked #22 among all high schools, and #6 among all conventional high schools, in the State of Michigan (per the Mackinac Center for Public Policy's *Michigan Public High School Context and Performance Database*)
- A strong foundation of success with great potential for further growth and development

Qualifications

- Michigan Administrative Certificate or equivalent
- Master's degree required, advanced degree preferred
- Administrative experience required, preferably at the District level
- Classroom experience preferred
- Experience in public education, preferably in an urban setting

Candidate Profile

Hamtramck Public Schools is in search of an inspiring, dynamic and visionary leader who:

- Is an experienced, knowledgeable and successful student-centered instructional leader
 - Creatively and progressively meets the unique needs of every student and provides a broad range of opportunities and experiences
 - Connects with students by listening and engaging in dialogue, addressing their needs and concerns and considering their views in decision-making
 - Able to unify all stakeholders around the vision, mission and goals of the District to bring its shared vision to fruition
- Will be fully invested in and engaged with the District and community
 - Understands, values and appreciates the unique nature of Hamtramck and its people, diversity, culture, religions and traditions
 - Is culturally competent with an affinity for and experience with diverse populations, multicultural environments and English learners, particularly in a school/district setting
 - Will be mindful of, and value, the District's history and employee contributions
 - Will be visible and actively involved in the schools and community
 - Has a demonstrated ability to work collaboratively with civic and community leaders, maintaining and expanding community partnerships
 - Will serve as an ambassador for the District and a strong advocate for Hamtramck Public Schools and public education overall
 - Has a demonstrated passion for serving the underserved
- Leads with a growth mindset; will serve as a change agent and transformational leader
 - Strategic, long-term systems thinker with an organizational vision and skill set
 - Willing and able to lead the District through a strategic planning process
 - Able to build on strengths and continue successful practices while driving innovation and improvement
 - Has the wherewithal to be bold and make difficult decisions while maintaining staff and public support
- Is inclusive and collaborative
 - Open-minded and objective, eager to seek out feedback and new ideas with a desire to consider all perspectives
 - Values the experience, expertise and contributions of others, making the best use of their strengths, building their capacity and giving them the support and autonomy to do their jobs as effectively as possible
 - Collaborative decision-maker and problem-solver
 - Approachable and accessible

- Utilizes strong interpersonal and communication skills
 - Personable; makes connections and builds relationships with stakeholders
 - Exceptional listening skills
 - Strong writing skills
 - Compelling and articulate public speaker
- Leads with kindness and integrity
 - Caring, compassionate, empathetic, respectful, and pleasant with a sense of humor
 - Dependable, reliable, trustworthy, honest and transparent
 - Fair-minded
- Demonstrates effective management skills and abilities
 - Strong financial and business acumen and experience
 - Ability to effectively allocate resources in the best interests of students
 - Human resources knowledge and experience
 - Can help to recruit and retain outstanding employees
 - Comfortable and knowledgeable in regard to technology
 - Able to delegate appropriately and hold others accountable
- Has a customer service orientation, with a sensitivity to the various needs of students, staff members and community members
 - Committed to equity and social justice

Salary and Contract Information

The Board of Education will offer a comprehensive, multi-year contract. Salary and benefits will be commensurate with the skills and experience of the successful candidate, with a salary range of \$125,000-\$135,000.

Application Procedure

Interested candidates should complete and submit the Michigan Leadership Institute online application found at www.mileader.com or <http://applitrack.com/mileader/onlineapp>. Completed online applications must be submitted **no later than Monday, April 1 at 4:00 p.m.** No “hard copy,” faxed or emailed copies will be accepted. Materials will be treated confidentially through the screening process only upon the written request of the candidate.

All questions regarding the search process should be directed to the search consultant, MLI Regional President John Silveri, at (248) 420-9354 or jsilverimli@gmail.com.

Search Timeline

Application deadline: April 1, 2019, 4:00 p.m.

Selection of Candidates for Interview: Week of April 8, 2019

First Round Interviews: Week of April 22, 2019

Second Round Interviews: Week of April 29, 2019

Possible Site Visits: Week of May 6, 2019

Candidate Selection by Board of Education: Week of May 13, 2019

New Superintendent Start Date: Monday, July 1, 2019

This 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 Board of Education may make exceptions to this profile, posting, process and/or timeline to ensure selection of the best possible candidates as determined solely by the Board. The services of Michigan Leadership Institute have been secured to assist the Board in the search process and in the screening of candidates. However, the Board of Education will make all decisions with respect to process, evaluation of candidates, selection of candidates to be interviewed and appointment of the successful candidate. Candidates should not contact members of the Board directly.

Board of Education

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