



HILLSDALE COUNTY ISD SUPERINTENDENT SEARCH

THE POSITION

The Board of Education of the Hillsdale County Intermediate School District (HCISD) is seeking candidates for the position of superintendent. The Board of Education seeks a dynamic, visionary, and resourceful educational leader who is devoted to lead a highly respected service agency and to respond to the needs of the local school districts in Hillsdale County.

ABOUT HILLSDALE COUNTY

HCISD serves eight, K-12 public school districts and two public school charters, one K-8 and one K-12. The Administration Building, Parke D. Hayes Educational Services Center, Greenfield School, and the Hillsdale Area Career Center are located in Hillsdale. The County of Hillsdale is located on the southern border of Michigan. An adventurer can stand in the states of Michigan, Ohio, and Indiana all at once within in a 40 minute drive of Hillsdale. The cities of Lansing, Grand Rapids, Detroit, and Fort Wayne can be accessed within an hour or two.

Many small communities make for friendly and quaint places to live. Hillsdale County is rich in medical care with many clinical choices and Hillsdale Hospital. Multiple factories fill the county with employment options, along with chain and local grocery stores, Hillsdale and Jackson colleges, legal offices, and other professional services. Restaurants, banks, and churches can be found nearby. Boutique-style shops are located in downtown Hillsdale and scattered throughout our smaller communities along with excellent coffee choices. The architecture in Hillsdale is full of well-kept historical homes and businesses.

Hillsdale is home to the beautiful Hillsdale College and Baw Beese Lake. The lake area features miles of well-groomed walking and biking trails. There are boating docks available to rent during the summer months and a Disc Golf course at the park.

ABOUT THE DISTRICT

The HCISD was established in 1962. The HCISD is a service organization that provides services and support to educators, administrators, students, parents, and school personnel who serve the local public and charters within Hillsdale County.

BUSINESS SERVICES

The business services team provides services to the HCISD in the areas of payroll, finance, grants, human resources, operations, and pupil accounting. The business services team also provides business manager and payroll/payable to three of our local districts and human resources support for one local district.

TECHNOLOGY

Technological services are provided by Jackson County ISD through a consortium which also includes some of the local school districts. The HCISD pays a contracted fee to JCISD.

SPECIAL EDUCATION

The HCISD in collaboration with our local districts provides a full continuum of special education programs. The HCISD's Special Education Department oversees and provides programs and services to approximately 900 children and adults with disabilities from birth-to-26 years of age.

HCISD programs include:

- Itinerant Staff Serving Local Districts
- Greenfield School
- Moderately Cognitive Impaired Classroom
- Emotionally Impaired
- Early Childhood
- Young Adult Services

GENERAL EDUCATION

The General Education Department leads the HCISD in vision setting, process integration, and alignment of systems and supports related to instruction, assessment, school improvement, content (core subjects), early childhood education, instructional technology, career technical education, EMC (Early Middle College), STEM, as well as culture, climate, equity, and leadership within Hillsdale County.

The General Education Department designs and implements key initiatives to support local school districts as they manage various legislative and department requirements, such as Third Grade Reading, Multi-Tiered Systems of Support, Countywide Literacy Initiative, Restorative Practices, Adverse Childhood Experiences (trauma), and Career Development Model.

The General Education Department facilitates the implementation and program design of several state and federal grants.

DISTRICT DEMOGRAPHICS

HCISD Enrollment (October of 2018) ... 104.77

Teachers & Paraprofessionals ... 94

Administrators ... 15

Annual Operating Budget ...

General Education \$3,340,361

Special Education \$8,019,614

Vocational Education \$2,043,689

Projected Fund Balances (2018/2019) ...

General Education \$450,425

Special Education \$1,495,022

Vocational Education \$227,205

Taxable Value ... \$1,160,415,501

Tax Rates ...

General Fund .2674 mills

Special Education 3.0000 mills

Vocational Education 0.8918 mills

LEA & non-public enrollment (blended count) 5,630.9

Public School with Hillsdale County ISD

Camden Frontier Schools

Hillsdale Community Schools

Hillsdale Preparatory School

Jonesville Community Schools

Litchfield Community Schools

North Adams-Jerome Public Schools

Pittsford Area Schools

Reading Community Schools

Waldron Area Schools

Will Carleton Academy

SELECTION CRITERIA:

The Hillsdale County Intermediate School District is seeking a leader with a proven track record that reflects the following qualities, characteristics and skills:

- ✓ Minimum of a Master's degree required
- ✓ Michigan Administrative Certificate or equivalent
- ✓ Superintendent experience is preferred
- ✓ Progressive, visionary and creative leadership, with a proven track record of engaging others, working collaboratively and building coalitions to achieve the vision of an intermediate school district.

- ✓ Understanding of the mission and purpose of the HISD, with a strong sense of accountability for providing value to the local districts in the region.
- ✓ Strong, proactive communication skills, including listening and the ability to forge consensus throughout our diverse communities.
- ✓ Able to demonstrate forward thinking in his/her knowledge of and support for the entire range of HCISD programs and services, including general education, special education, career technical education and early childhood education.
- ✓ Skilled in creative problem-solving and collaborative decision-making processes; understands the power of the region working together for increased student achievement.
- ✓ Strong political and public relations skills with high visibility in local districts and the community at large; ability to articulate issues and advocate for education on public policy issues.
- ✓ Successful experience in the effective management of resources and ability to generate new sources of revenue outside of traditional sources; understanding of school finance; and the use of data to drive decisions.
- ✓ Demonstrates working knowledge of established educational best practices, Core Curriculum, and 21st Century skills for teaching and learning as they relate to curriculum, instruction, assessment and professional development at both the HCISD and local district level.
- ✓ Advocates for the effective use of technology and embraces its potential for learning.
- ✓ High moral and ethical character; impeccable integrity and trustworthiness.
- ✓ Proven leadership ability with skills in implementing change, collaboration, successful systems, creative problem solving, intelligent risk taking and team building.
- ✓ An individual who sets high expectations for self and others; holds staff at all levels accountable; and who accepts responsibility for results.
- ✓ Demonstrated success in human resource management, including collective bargaining, contract administration and employment practices.

The Board of Education welcomes all applicants for this position. Due consideration will be given to all applicants who can demonstrate a high degree of congruency with the above identified profile. While no preference for a specific applicant has been pre-determined by the Board of Education, Superintendent and/or ISD/ESD experience is preferred, but not required.

SALARY AND CONTRACT INFORMATION

The HCISD Board of Education will provide a competitive, regional compensation package. The actual salary and benefits will be commensurate with the demonstrated education and experience of the successful candidate. A multi-year contract with provisions for annual review and extension will be offered.

APPLICATION PROCEDURE

Interested candidates should complete and submit the Michigan Leadership Institute online application at www.mileader.org or <http://applitrack.com/mileader/onlineapp>. **Completed online applications must be submitted no later than 4:00 p.m. on Friday, May 31, 2019.**

All questions regarding the search should be directed to David Killips, MLI Regional President, 734-320-7562 or dckillips@gmail.com

Applicants are advised not to make direct contact with any member of the Board of Education.

SEARCH TIMELINE

Application deadline	Friday, May 31, 2019, at 4:00 pm
Screening of applicants	Thursday, June 6, 2019
Initial interviews	June 11 and 12, 2019
Second interviews	June 19, 2019
Site visits	TBD
Selection of Superintendent	TBD
Start Date	On or about August 1, 2019

The Board may make exceptions to this profile, process and/or timeline to ensure selection of the best possible candidate. The services of Michigan Leadership Institute have been secured to assist the Board in the search process and in the screening of candidates. The Board of Education will make all decisions with respect to process, evaluation of candidates, and appointment of the successful candidate.

BOARD OF EDUCATION MEMBERS

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