



**Galesburg-Augusta
Community Schools**

Position Announcement:

Vision Statement

To encourage learning, inspire pride and support all students. **WE ARE G-A!**

Mission Statement

Galesburg-Augusta Community Schools will empower all students to be productive and responsible students.

About the District

The staff at Galesburg-Augusta Community Schools, in partnership with the home and community, is committed to teach each student the knowledge, skills and attitudes to be a productive and ethical citizen. In Galesburg-Augusta, our Board of Education leads the way in making every decision based on “what’s best for kids.” Galesburg-Augusta Community Schools has received a 2009 bronze medal from *US News & World Report* for ranking as one of *America’s Best High Schools*. In 2007, *Business Weekly* voted Galesburg, Michigan one of the *Best Places to Raise Your Kids*. The communities of Galesburg and Augusta are located in Kalamazoo County, Michigan, on the north side of the Kalamazoo River just north of I-94 between Kalamazoo and Battle Creek.

Points of pride for Galesburg-Augusta Community Schools include:

- Passed a 10.4 million dollar bond issue in the spring of 2016 to completely renovate the middle school and improve safety and security at all buildings
- Implementing a district strategic plan adopted in 2016 that is actively driving the work of the district
- Low student/teacher ratios
- Appropriate and effective school configurations (Pre K-4, 5-8, and 9-12)
- Highly qualified and talented teachers, counselors, social workers, psychologists, resource room teachers, special education teachers, math support, and reading specialists
- Cutting edge technology
- Exemplary early childhood programs
- Second language programs
- Alternative high school education
- Wide range of exploratory classes and electives
- Environmental education grades 5 and 6
- Our Primary School was identified as a Rewards school in 2013
- Professional Learning Communities where we meet as educational professionals to assess student data and adjust instruction to ensure that all students learn
- Data Driven District

- 3-tiered pyramid of Intervention used for providing help to struggling students and to ensure all students are making progress.
- Positive Behavior Supports

District Data:

Enrollment	1,022
Teachers	66.67 FTE
Administrators	7.5 FTE
Counselors	2.0 FTE
Paraprofessionals	36 FTE
Office Staff	8.44 FTE
Support Staff/Other Staff	7.6 FTE
Transportation	Contracted with 3 rd party
Accounting/Business Mgmt.,	Performed by KRESA staff
Payroll Processing, A/P Processing	1.1 FTE
Technology Support	Provided by KRESA staff
	1.0 FTE
School buildings	3
Foundation grant per pupil	\$7,551
Annual operating budget	\$10,793,234
Projected fund balance	41,560,974 at 6/30/17
Tax Base	\$238,177,039
Non-Homestead Levy	18 mills
Debt Retirement	6.28mills

For more information about Galesburg-Augusta Community Schools, see the district website at www.g-aschools.org.

Selection Criteria

The Galesburg-Augusta School District is seeking a leader who possesses the following qualities, characteristics and skills:

- A dedicated and humble servant leader who clearly demonstrates they are vested in, engaged with, loyal to, and committed to the welfare of the community and school district.
- Someone with experience and/or understanding of governance, and the willingness to collaborate in the development of appropriate roles for the Superintendent and members of the Board.
- A deliberate thinker with the experience and/or understanding of working with the community, staff and board, who can to skillfully execute the existing strategic plan and keep the board informed of progress.
- Someone who can successfully lead the completion of current and future construction projects.
- Someone with a history of high visibility and engagement, and developing great communication systems in both the community and school district.

- A person with a track record of openness, high morals, ethical character and impeccable integrity.
- Someone with a track record of thinking “out of the box” and looking at different ways to solve problems, deliver programs, and develop alternative sources of revenue.
- Someone who displays the skills needed to continue the process of change in the district and the courage to take appropriate risks and stand behind decisions.
- A person with exceptional interpersonal skills including a genuine caring for students, parents, staff and the community, and the ability to continue to foster trusting relationships with each.
- A team builder with experience in setting high expectations, holding people accountable for their performance, and supporting them in their development.
- A person with the knowledge and experience necessary to oversee and insure compliance with applicable statutes, laws, rules, and regulations pertinent to the operations of the district.
- Someone with demonstrated success in human resource management including collective bargaining, contract administration and employment practices.
- A great listener with the ability to communicate openly and honestly, and a willingness to relay the bad news along with the good. Displays an ability to be both precise and concise in public speaking.
- A person with successful experience in advocating for the effective implementation and use of technologies, and skill at data collection and interpretation.
- Someone with demonstrated knowledge of and experience in Michigan public school finance and fiscal management.
- Someone with demonstrated knowledge of and experience with effective curriculum, instruction, professional development, and assessment best practices to improve teaching and student achievement. A leader with commitment to utilizing Professional Learning Communities.
- Evidence of data-driven, research-based decision making.
- Someone with evidence of local and statewide professional networks to support district interests and administrator success.
- Someone with a broad range of experience in both teaching and administration with minimum of a Master’s Degree in an education-related field. A minimum of M.A. + 30 preferred.

Salary and Contract Information

The Board will offer a comprehensive, multi-year contract. Compensation will be commensurate with experience of the successful candidate.

Application Procedure

Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at www.mileader.com or <http://www.applitrack.com/mileader/onlineapp>.

Completed on-line applications must be submitted **no later than 4:00 pm on July 7, 2017**. No "hard copy," fax or emailed copies accepted. All materials will be treated confidentially through the screening process only at the request of the candidate.

All questions regarding the search should be directed to Gary Rider, Regional President, Michigan Leadership Institute, 616-901-3738 or gridermli@gmail.com.

Search Timeline

- Application deadline.....July 7, 2017
- Presentation of applicants;
selection of candidates to interview.....July 11, 2017
- First round interviewsJuly 18 and 19, 2017
- Second round of interviews.....July 24 and 25, 2017
- Board visitation to finalist work sites, if necessaryJuly 31 and August 1, 2017
- Selection of superintendent.....August 3, 2017
- Start dateTo be determined-ASAP

The Board may make exceptions to this profile, process and/or time line 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. Candidates should not contact board members directly.

Board of Education

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Diana Walker, Vice-President
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Galesburg-Augusta Community Schools is an Equal Opportunity Employer.