

Position Announcement
SUPERINTENDENT OF SCHOOLS



Cedar Springs Public Schools

About the District

The District strives for excellence through continual evaluation, feedback, and revision of programs and processes. One of our guiding principles is that we will develop all students to become educated, self-confident, responsible citizens in a changing world. We want all children to develop to their full and wonderful potential.

Cedar Springs Public Schools are located approximately 20 miles north of Grand Rapids, Michigan and 1 mile east of the US 131 Expressway in Northeastern Kent County. The district is approximately 110 square miles and is comprised of the City of Cedar Springs and portions of seven townships: Algoma, Courtland, Ensley, Nelson, Oakfield, Solon and Spencer. The school facilities are all within the city limits and a majority are located on a campus setting with the exception of the Middle School which is located 1 mile south of the main campus. The setting is secure, picturesque, and allows easy access for families participating in activities for more than one child.

Over 3,500 students are enrolled in the preschool through high school classes of Cedar Springs Public Schools. We offer a comprehensive educational program that strives to meet the needs of all students. The District upholds a core curriculum that meets or exceeds state and national standards and offers a full complement of extracurricular, athletics and fine arts programs.

Points of Pride for Cedar Springs Public Schools include:

- AP Honor Roll High School
- US News & World Report High School Silver Rating
- *21st Century Technology Innovations
- Outstanding Athletic & Music Programs

- Full Medical and Dental Clinic
- Mental Health Counseling
- KCSD School Resource Officer
- i-Ready Online Assessment & Instruction Program
- OK2SAY Program
- District Sponsored Summer School with Transportation & Meals
- New K-12 Math Curriculum
- Habits of Mind®
- Excellent Visual & Performing Arts
- Online and Alternative Education
- Comprehensive Community Partnerships
- AdvancED® Accreditation
- Responsive Classroom®
- Adaptive Schools®
- Cognitive Coaching®
- Rotary International Interact Club
- Robotic Program
- Gifted & Talented Program
- New Red Hawk Stadium Turf
- Early Middle College
- "The Happiness Advantage" Positive Culture Development
- "Be Nice" Program
- Dual Enrollment
- Reading Now Network

District Data:

Enrollment	3,497
Teachers	175
Administrators	13
Office Staff	15
Support Staff	44
Aides	60
Counselors/Social Workers	11
Other Staff(Coaches)	21
Buildings	6
Foundation Grant	\$7,631
Annual Operating Budget	\$35,587,723
Projected Fund Balance	\$4,114,510
Tax Base	\$566,777,098
Non-Homestead Levy	17.9910 mills
Debt Retirement	\$40,725,000@6/30/17

To learn more about Cedar Springs Public Schools, visit the district web site at www.cedarspringsredhawks.org.

Selection Criteria

Cedar Springs Public Schools is seeking a strong, passionate leader who is:

- An excellent communicator skilled at listening, speaking, and writing who will engage all stakeholders and clearly explain rationale for decisions.
- Someone whose first priority is the needs of our students.
- A collaborator and team builder with the ability to empower others who will ensure the voices of staff, students and the community are heard.
- Someone who has a track record of successful experience in the classroom, as an administrator, and as either a Superintendent or Assistant Superintendent.
- A fair, honest, honorable, wise, accountable and humble leader who demonstrates the highest standards of integrity.
- Someone who will clearly demonstrate their commitment to and engagement in both the school district and community.
- Someone who can build trust, heal relationships, and unite our students, staff and community.
- An impartial decision maker and problem solver.
- An advocate for both academic and extra-curricular excellence who is committed to best practice.
- Someone fiscally responsible who will transparently and accurately communicate the financial status of the district to students, staff, the community and the board.
- Someone with outstanding interpersonal skills who is approachable and friendly.
- A strong leader in both the school district and community who will continue to build on the effective programs already in place.
- Someone who can develop a shared vision and strategic plan that engages all stakeholders and can skillfully execute and follow through with plans of action.
- Someone who is both compassionate and caring who will value all people and points of view.
- Someone who will join the board in a pledge to commit to the appropriate roles and responsibilities of governance team practice.
- Someone with a minimum of a Master's Degree in an education related field who will demonstrate compliance with the requirements of state Superintendent certification within appropriate time lines.

Salary and Contract Information

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

Application Procedure

Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at <http://www.applitrack.com/mileader/onlineapp> and at www.mileader.com. Completed on-line applications must be submitted **no later than 4:00 pm on May 16, 2018**.

No “hard copy,” fax or emailed copies will be 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.....	May 16, 2018
Candidate Screening.....	May 18, 2018
First Interviews.....	June 7 and 8, 2018
Second Interviews.....	June 26 and 27, 2018
Site Visitations (if desired).....	July 10 and 11, 2018
Selection of Superintendent.....	July 12, 2018
Start Date.....	ASAP

The Board of Education 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, solely, will make all decisions with respect to process, evaluation of candidates, and appointment of the successful candidate. Candidates should not contact board members directly or request individual tours of school buildings.

Board of Education

Following are the members of the Cedar Springs Public Schools Board of Education:

- Heidi Reed, President
- Matthew Shoffner, Vice President
- Brook Nichols, Secretary
- Shannon Vanderhyde, Treasurer
- Traci Slager, Trustee
- Matt McConnon, Trustee

Cedar Springs Public Schools is an Equal Opportunity Employer