



COLOMA COMMUNITY SCHOOLS

Coloma, Michigan

Superintendent of Schools Job Posting

About the District

Coloma is located in Southwestern Michigan's fruit belt with the Lake Michigan shoreline as its western district boundary. Coloma is a lovely rural area within an hour of Kalamazoo and South Bend and 2 hours from Chicago. Southwestern Michigan offers a variety of recreational activities for families and individuals during any season of the year. Two inland lakes are located within the school district.

The Coloma Schools feature:

- ✓ Passage of a \$19.9 million bond in May 2012
- ✓ Passage of 1.25 mils for a sinking fund in May of 2018
- ✓ Strategic Plan developed in 2015
- ✓ Fair and consistent discipline
- ✓ High expectations for student performance
- ✓ Strong basic academic programs - reading, math, spelling, writing...
- ✓ Low student to staff ratio
- ✓ A safe, caring learning environment
- ✓ A well-trained staff of educators and support personnel who put children first
- ✓ A customer-friendly atmosphere that invites and values parent involvement
- ✓ Clean, well-maintained buildings
- ✓ A preschool program, art, music and physical education - Grades K-12
- ✓ Media centers in all buildings
- ✓ Chromebooks provide 1 to 1 technology in grades 2 – 12
- ✓ Instructional Technology Coach available for teachers
- ✓ Early Literacy Specialist for grades K - 3

- ✓ Advanced Placement Classes
- ✓ Students have access to Math/Science Center
- ✓ Counselor services available - Grades K - 12
- ✓ Complete range of sports beginning with the 7th grade
- ✓ Reading assistance available in grades 1 – 7
- ✓ Updated reading and math series projected for 2019
- ✓ Career-centered curriculum at the high school
- ✓ Wide range of clubs and service opportunities for students
- ✓ Shared time classes available at the high school
- ✓ Dual enrollment available at the high school
- ✓ Strong on-site Career/Technical programs

District Data – Based on 2017-18

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|-----------------------------------|----------------------------------|
| <i>Enrollment</i> | <i>1,450 students</i> |
| <i>Teachers</i> | <i>83</i> |
| <i>Administrators</i> | <i>12</i> |
| <i>Counselors/Social Worker</i> | <i>4</i> |
| <i>Paraprofessionals</i> | <i>16</i> |
| <i>Office Staff</i> | <i>10</i> |
| <i>Support Staff/Other Staff</i> | <i>33</i> |
| <i>School Buildings</i> | <i>4</i> |
| <i>Foundation Grant Per Pupil</i> | <i>\$7,631</i> |
| <i>Annual Operating Budget</i> | <i>\$15,584,232</i> |
| <i>Projected Fund Balance</i> | <i>\$1,701,030</i> |
| <i>Tax Base (2018SEV)</i> | <i>\$386,160,530</i> |
| <i>Non-Homestead Levy</i> | <i>17.783 mils</i> |
| <i>Debt Retirement</i> | <i>.31(2009) and 3.39 (2012)</i> |

For more information about Coloma Community Schools see the district website at www.ccs.coloma.org.

Selection Criteria

Coloma Community Schools is seeking a leader who possesses the following qualities, characteristics and skills:

- ✓ A dynamic communicator with excellent public speaking skills who is focused on building relationships
- ✓ A visionary who can engage all stakeholders in a shared plan to improve academic achievement
- ✓ A strong and decisive decision maker who will be consistent and follow through
- ✓ A leader with significant successful experience in the classroom and administration
- ✓ A high profile person who is visible and actively engaged in both the community and school district

- ✓ An outgoing, likeable person of honesty and integrity who is transparent and approachable
- ✓ Someone who makes a clear commitment to and takes ownership of the school district and community
- ✓ A leader with knowledge of and experience in Michigan public school finance and fiscal management
- ✓ An open minded, effective listener who is responsive to concerns and issues
- ✓ An instructional leader with knowledge of effective curriculum, instruction, professional development, and assessment best practices in order to improve teaching and learning
- ✓ A leader with experience in communities of similar size and demographics
- ✓ Someone dedicated to excellence and improved achievement for students at all levels
- ✓ A leader skilled at public relations who will be proactive in marketing the success of the district
- ✓ A strong team player who demonstrates trust and confidence in others, and one who can bring groups together
- ✓ Someone who will hold people, including themselves, accountable for their performance
- ✓ A leader with some experience in and knowledge of bargaining and negotiations.

Salary and Contract Information

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

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 20, 2018**. 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 David Killips, Regional President, Michigan Leadership Institute, 734-320-6572 or dkkillips@gmail.com.

Search Timeline

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|-------------------------------------|--------------------------|
| ✓ Application deadline: | July 20, 2018 at 4:00 pm |
| ✓ Presentation of applicants : | July 25, 2018 |
| ✓ First round interviews: | August 2 and 3, 2018 |
| ✓ Second round of interviews: | August 7 and 8, 2018 |
| ✓ Board visitations, if necessary : | TBD |
| ✓ Selection of superintendent: | TBD |
| ✓ Appointment of new leader: | TBD |
| ✓ Start date : | To Be Negotiated |

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 of Education members.

Board of Education

Heidi Ishmael, President

Apryl Watson, Vice-President

Doug Kraemer, Secretary

Robert Hirsch, Treasurer

William Stowers, Trustee

Nicole Hickmon, Trustee

Doug LeClear, Trustee

Coloma Community Schools is an Equal Opportunity Employer.

