

Position Announcement  
**SUPERINTENDENT OF SCHOOLS**

The logo for Caledonia Community Schools features the word "Cal" in a white, cursive script font, centered within a solid purple square.

## *Caledonia Community Schools*

### About the District

Caledonia Community Schools is a vibrant, growing district widely recognized for its outstanding educational program, exceptional student achievement, dedicated and caring staff, high level of family engagement, and deep community connections. The district takes pride in having high expectations for all by empowering and equipping each individual to achieve their best.

Caledonia is located in a suburban/rural area southeast of Grand Rapids, offering all of the advantages of living in a small community while having easy access to a major metropolitan area. The district covers a 100-square-mile area, including parts of Kent, Allegan, and Barry Counties. An early childhood center, five elementary schools, two middle schools, and a two-building high school campus provide approximately 5,000 students with a variety of academic opportunities as well as diverse activities in the arts, athletics, and many other co-curricular offerings.

The district's dedicated staff focuses on developing strong relationships with students and families to support high achievement. Caledonia's system for learning includes strong foundational instruction as well as innovative experiences such as project based learning, internships, and community service events. These opportunities connect students to the real world and prepare them to become productive, contributing members in a dynamic and diverse society.

The Caledonia district receives strong community support and high levels of parental involvement. The Caledonia Resource Center, housed in the Duncan Lake facility, engages community members in a wide variety of educational opportunities and activities. Successful millage and bond campaigns have supported district growth and improvements, most recently with the construction of

the Caledonia High School South Campus and numerous additional building and technology updates following voter approval of a bond campaign in 2014.

The district seeks a superintendent who will further develop existing points of pride as well as introduce innovative approaches to carry out the district’s mission:

*“In pursuit of excellence, Caledonia Community Schools will empower and equip all persons to achieve their best by ensuring the highest quality system for learning.”*

**District Data:**

|                            |   |
|----------------------------|---|
| Enrollment                 | 4866  |
| Foundation grant per pupil | \$8,285   |
| Teachers                   | 258   |
| Administrative staff       | 21  |
| Office staff               | 38  |
| Supporting staff           | 128   |
| Paraprofessionals/Aides    | 87  |
| Other                      | 100   |
| School buildings           | 9   |
| Annual operating budget    | \$52,785,559  |
| Projected fund balance     | \$8,865,619   |
| Non-homestead levy         | \$7,918,050   |
| Tax Base                   | 18 mills operating<br>9 mills county<br>enhancement<br>3.5937 mills<br>county sp ed |
| Debt Retirement            | \$116,205,000   |

To learn more about the Caledonia Community School District, visit the district web site at [www.calschools.org](http://www.calschools.org).

**Selection Criteria**

The Caledonia Community School District is seeking a strong, passionate leader who possesses the following qualities, characteristics and skills:

- Someone with a fresh perspective who can clearly demonstrate successful experience in the classroom, building administration, district leadership, and managing the issues related to a growing student population. Experience as a Superintendent is highly preferred, experience as an Assistant Superintendent in a large district will be fully considered.
- A visionary with an eye on the future who will collaborate with staff, students, the community and the board to create strong strategic short and long-term plans that

will include: a shared vision, specific actions, and a process for clearly tracking and communicating progress.

- A delegator and positive role model who will walk alongside staff to provide opportunities for professional growth, develop trust, and hold everyone in the organization accountable for their performance; while being accountable to the board.
- A relational, compassionate, direct and humble servant leader of unquestioned character who clearly demonstrates the highest standards of honesty, integrity, transparency and fairness.
- A consistent, creative and resolute problem solver with the courage, experience and interpersonal skills to make tough decisions and handle difficult situations effectively, compassionately and professionally in a timely manner.
- An optimistic, accessible and enthusiastic “face of the district” who clearly demonstrates their commitment to staff, students, parents and the community through their visibility, engagement and support.
- A highly effective and clear communicator with outstanding written, verbal and listening skills; who will implement consistent, timely and complete communication systems with parents, students, staff, the community and the board both electronically and personally.
- A strong leader and team builder who will join the board in a pledge to commit to the appropriate roles and responsibilities of governance team practice.
- Someone who understands how the challenges of and increasing need for: special education, social emotional support and mental health services impact our schools who will implement action plans to ensure no students feel alienated.
- Someone with experience and knowledge in school funding and revenue streams, fiscal responsibility, bonding, contract negotiations and school budgeting fundamentals; who will utilize innovative and effective strategies in each.
- A data driven instructional leader who has experience aligning curriculum, instruction and assessment district-wide. Secondary experience in this area is preferred.
- Someone who values all individuals, believes they are each different and unique, and will make student needs their first priority.
- A steward and fierce advocate for a safe and secure educational environment for all students and staff who has experience in successfully addressing inappropriate behaviors that interfere with learning.
- A goal-driven instructional leader committed to excellence, continuous improvement, and making the Caledonia Community Schools a destination district for academics, athletics and the arts.
- Someone who is appreciative of our history, culture, and traditions, and who will help us navigate the challenges of our rapidly growing school district and community.

- Someone who values innovation and understands the role of technology and social media, how it is used in today's society and its application in the classroom, who stays current with emerging technologies that enhance 21st century learning.
- A person with informed legislative experience committed to public school education who knows and understands how politics affect education on the local, state and national level.

A Doctorate or Specialist degree in an education related field is preferred, a Masters degree in an education related field is required.

The successful candidate must be able to demonstrate compliance with the requirements of State of Michigan Superintendent certification within the appropriate time lines.

### **Salary and Contract Information**

The Board will offer an extremely competitive and comprehensive, multi-year contract of up to five years. Compensation is expected to range between \$190 and \$210K and 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](http://www.mileader.com).

Completed on-line applications must be submitted **no later than 4:00 pm on Friday, April 20, 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](mailto:gridermli@gmail.com).

### **Search Timeline**

- *April 20, 2018 – Application deadline*
- *April 25, 2018 – Candidate screening*
- *April 30 and May 1, 2018– First interviews*
- *May 7 and May 8, 2018 – Second interviews*
- *May 14 and May 15, 2018– Possible Site visitations*
- *May 16, 2018 – Selection of Superintendent*
- *No later than July 1, 2018 – Start date for new superintendent*

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 Caledonia Community School District Board of Education:

Marcy White, President  
Chris Behm, Vice President  
Julie Asper, Secretary  
Tim Morris, Treasurer  
Kyle Clement, Trustee  
Bill Donohue, Trustee  
Michael LoMonaco, Trustee

***Caledonia Community Schools is an Equal Opportunity Employer***