



COMSTOCK PUBLIC SCHOOLS

“An educational community where every person is empowered to reach their full potential”

SUPERINTENDENT OF SCHOOLS JOB POSTING

The Board of Education of the Comstock Public Schools is conducting a search for its next superintendent. It is expected that the superintendent will be in place by July 1, 2018.

About the District

The Comstock Public Schools is a first-ring suburban community directly east of the city of Kalamazoo. The district is approximately 26 square miles with six (6) buildings; Comstock High School (9th – 12th Grade), Northeast Middle School (6th – 8th Grade), North Elementary School (Pre-K – 5th Grade), Green Meadow Elementary School (Pre-K – 5th Grade), Comstock STEM Academy (K – 8th Grade), and the Educational Service Center (includes administration offices, alternative high school, Pre-K programming, adult education and a certified nurses’ assistance program).

The district is bordered by Kalamazoo Public Schools to the west, Parchment Public Schools to the north, Gull Lake Community Schools and Galesburg-Augusta Public Schools to the east and Portage Public Schools to the south.

The district has a strong commercial and industrial property tax base with a wide variety of different business located within its boundaries. The district has one of the largest Renaissance Zones in the state of Michigan, Mid-Link Business Park. Mid-Link Business Park was the site of a former General Motor’s Fisher Body stamping plant that occupied a 2.1 million square foot facility along with a sizeable amount of undeveloped acreage. That site now houses numerous commercial and light industrial businesses along with hotels, restaurants and retail space. The Western Michigan University Business and Technology Research Park is a high-tech business development location which is home to the WMU College of Engineering and Applied Sciences as well as a business incubator. Kalamazoo has additional strong ties to the medical industry with Stryker and Pfizer as well as Zoetis, a world-wide company focused on animal health with Kalamazoo as their R & D headquarters.

The district is in proximity to several institutions of higher education. Western Michigan University is a nationally recognized large university offering a variety of programs and degrees. Western Michigan University graduated its first class of physicians from its new Homer Stryker Medical School, the newest medical school in the state. In addition to Western Michigan

University, Kalamazoo College is a nationally recognized liberal arts school with a prestigious history of graduates who go on to seek master and doctoral degrees. Kalamazoo Valley Community College is an excellent 2-year higher education institution offering a variety of post-secondary articulated programs with 4-year colleges and universities as well as vocational and occupational degrees and certifications.

The district is also within a few short miles of two nationally recognized hospitals; Borgess Medical Center and Bronson Methodist Hospital system. Borgess is nationally known for its cardiac care area and Bronson is a level 1 trauma center and has received the Malcom Baldrige Award for Excellence.

Overall, the district offers a very inviting and affordable housing market with several established neighborhoods. Its proximity to a variety of shopping and entertainment centers makes it a convenient place for families to live.

Comstock Points of Pride

- ✓ First ever STEM Academy in Southwest Michigan
- ✓ STEM Academy selected as Southwest Michigan First Catalyst School of the Year in 2017
- ✓ Comstock Public Schools is the first Leader In Me district in Michigan
- ✓ Comstock Green Meadow Elementary is one of two Leader In Me Lighthouse districts in Southwest Michigan
- ✓ Comstock High School offers more dual enrollment courses on-site than any other Kalamazoo County High School
- ✓ Comstock Public Schools District voters passed the largest bond issue (\$40 million) by the largest margin (greater than 2:1) in the history of the district in 2016.
- ✓ Comstock High School band program has received all 1 ratings at the state level multiple years running.
- ✓ Comstock High School's College and Career Academy advising group help 100% of students and parents complete FAFSA for the past 3 years.
- ✓ Comstock North Elementary began The Leader In Me program in 2017.
- ✓ Comstock High School won conference championships in wrestling, girls' basketball, boys' soccer and boys' cross country in 2017-18.
- ✓ Comstock Public Schools implemented a 1:1 Google Chromebook program in all buildings K-12.
- ✓ Comstock High School has an on-site College Advisor provided by Michigan State University.
- ✓ Comstock Public Schools offers afterschool tutoring and academic assistance with transportation.

District Demographics

Enrollment: 1,879
Instructional Staff: 115
Support Staff: 115
Administrators: 11.1
Foundation Grant: \$7,631
KRESA Enhancement Millage: Provides approximately \$350 per student
Debt Retirement Millage: 5 mils
Budgeted Expenditures: Approximately \$21,000,000
June 30, 2017 Fund Balance: \$4,010,000 (Approximately 19.9%)

Selection Criteria:

- Michigan Administrative Certificate, or equivalent
- Minimum of a Master's Degree in Educational Leadership/Curriculum, or equivalent
- Minimum of three years successful experience building principal or central office experience
- The Comstock Board of Education has determined that the following criteria are those which are the most highly sought in a new superintendent:
 - ✓ Exemplifies the highest level of personal and professional ethics, personal integrity and trust
 - ✓ A visionary leader with the ability to engage all stakeholders in the pursuit of a clear vision for the district that focuses on student achievement, communication and use of district resources
 - ✓ Leadership experience in a traditional public school setting that reflects a record of success in positions of increasing responsibility and that includes: three years of building principal/central office experience, at a minimum; however, non-traditional candidates with proper credentials and background may be considered
 - ✓ A school leader who is approachable, treats everyone with respect and dignity and who is open to ideas and suggestions from a variety of sources within the school community
 - ✓ Demonstrates effective communications skills (writing, public speaking and listening); and excellent interpersonal and public relations skills
 - ✓ Dedication to education excellence and the success of all students
 - ✓ Demonstrated knowledge of and experience with effective curriculum, instruction, professional development, assessment and best practices to improve teaching and student achievement
 - ✓ A commitment to a philosophy of continuous improvement through collaboration and research
 - ✓ Demonstrated knowledge of and experience in public school finance and fiscal management; inclusive of bond issues and related expenses
 - ✓ Knowledge of facility maintenance and operations including: support services, facility studies, improvements, bonding opportunities

- ✓ Demonstrated success in human resource management, including collective bargaining, contract administration and employment practices
- ✓ An individual who sets high expectations for self and others; holds staff at all levels accountable; and who accepts responsibility for results
- ✓ An individual who has demonstrated a solid working relationship with staff while experiencing challenging external factors affecting public education.
- ✓ Demonstrated track record of direct involvement and knowledge of politics of public education at the local, intermediate, state and federal levels
- ✓ Demonstrated ability to be visible throughout the district and actively engaged with the school and community activities
- ✓ Proven leadership ability with skills in implementing change, collaboration, successful systems, creative problem solving, intelligent risk taking and team building

Salary and Contract Information

- The Board will offer a regionally competitive comprehensive, multi-year contract with a salary commensurate with experience.

Application Procedure

- Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at <http://www.applitrack.com/mileader/onlineapp> or 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 accepted. All materials will be treated confidentially through the screening process only upon the written request of the candidate.
- All questions regarding the search should be submitted to David Killips, Regional President, Michigan Leadership Institute, 734-320-6572, dkkillips@gmail.com.

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

Search Timeline

- Application deadline – 4:00 PM, Friday, April 20, 2018
- Selection of candidates for first interviews – Week of April 30, 2018
- Public Interviews – Week of May 7, 2018
- Second Round of Public Interviews – Week of May 14, 2018
- Site or in-district visit - To be determined
- Start date - July 1, 2018

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

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The superintendent search will be conducted with due regard to the Michigan Open Meetings Act (Public Act 267 of 1976) requirement of open meetings for all public body deliberations, decisions and interviews.



Comstock Public Schools is an equal opportunity employer.