

Position Announcement

SUPERINTENDENT OF SCHOOLS



About the District

The Fraser Public Schools enjoy a strong reputation for exceptional instructional programs, a long-standing tradition of student achievement, caring staff and a supportive community. Fraser Public Schools is one of Macomb County's most highly recognized and respected public school districts and is a State leader with respect to cutting-edge, instructional practices. Keys to the success of the district are the dedication and commitment of employees at every level and the strong, consistent support and involvement of the community.

Fraser is a close-knit, family-oriented community with a tradition of collaboration, cooperation and student achievement. Located in southeast Michigan's Macomb County and the metropolitan Detroit region, Fraser is in proximity to the major population centers of Detroit, Utica and Warren. The Fraser community offers numerous amenities including: outstanding schools; easy access to major cultural centers, outstanding health care facilities, and a variety of post-secondary learning institutions.

The Board of Education of the Fraser Public Schools is seeking a superintendent who not only fills the traditional role of an educational leader in a high performing school community, but one who is visionary with a hands-on approach to ensure that the mission of the district is fully implemented. The successful candidate has a unique opportunity to continue the process of building an outstanding district with the following key points of pride:

- ❖ High levels of academic standards and expectations along with exceptionally positive results at every level
- ❖ Diverse academic programs, plus a wide range of athletic opportunities and exceptional extra-curricular/fine arts programs for students
- ❖ Innovative learning environments that support district-wide Competency Based Learning
- ❖ An actively involved, supportive school community that is dedicated and committed to what is best for students as evidenced by the passage of a \$29million bond issue in 2017
- ❖ Quality instructional facilities at all levels; cutting-edge instructional technology available in every classroom; and, a safe and nurturing school environment

District Data:

Enrollment	4,978
Foundation grant per pupil	\$8,289
Teachers	305
Administrative staff	19
Counselors	6
Office staff	34
Supporting staff	112
Aides	45
School buildings	12
Annual operating budget	\$ 53.7million
Projected fund balance	\$ 6.3million
Non-homestead levy	17.7918 mills
Debt retirement levy	7.0 mills

To learn more about the Fraser Public Schools, visit the district web site
www.fraser.k12.mi.us

Selection Criteria

The Fraser Public Schools is seeking a strong, passionate leader who possesses the following qualities, characteristics and skills:

- A visionary leader with the ability to engage all stakeholders in pursuit of a clearly defined set of goals for the district, developed through a comprehensive district strategic plan, that will take the district to the next level of student achievement
- Dedication to educational excellence, continuous improvement and the success of all students
- An actively-engaged and visible leader in the schools and the community
- Strong team-building skills - capable of engaging the entire school community in a positive and proactive manner
- Effective communications skills (speaking, writing and listening) with excellent interpersonal, public relations and marketing skills
- Data driven, research based, decision maker
- Successful public school teaching and administrative experience reflecting a record of success in multiple positions of increasing responsibility
- Demonstrated knowledge of and experience with: effective curriculum, mass customized learning, competency based learning and assessment best practices
- Knowledge of, or demonstrated experience with, Michigan public school finance and fiscal management
- Demonstrated success in human resource management including collective bargaining, contract administration and employment practices
- Demonstrated track record of direct involvement with, and knowledge of, the politics of public education at the local, state and federal levels

- Exemplifies the highest level of personal and professional ethics, personal integrity and trust
- Proven leadership ability with skills in:
 - ❖ Creative problem solving
 - ❖ Intelligent risk taking
 - ❖ Collaboration and collaborative decision making
 - ❖ Systems thinking and visioning
- A good understanding of facilities and operations management as well as a commitment to proper care and maintenance programs
- Master's degree plus 30 hours in education or related field

Salary and Contract Information

The Board will offer a comprehensive multi-year contract. Total salary compensation will depend on the background and experience of the successful candidate. Additionally, the successful candidate will receive a complete fringe benefit package commensurate with that provided to other district administrators.

Application Procedure

Interested candidates should complete and submit the Michigan Leadership Institute on-line application 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 Friday, April 6, 2018.**

No fax or emailed copies, please. 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 Dr. Michael Wilmot, Regional President, Michigan Leadership Institute, 248-755-7596, wilmotmli@hotmail.com.

Search Timeline

- Application deadline - 4:00 p.m., Friday, April 6, 2018
- Candidate screening completed by Wednesday, April 11, 2018
- First interviews – Monday, Tuesday and Wednesday - April 16, 17 & 18, 2018
- Second interviews – Monday and Tuesday - April 23 & 24, 2018
- Site visitations – Thursday and Friday - April 26 & 27, 2018
- Selection of Superintendent – Monday, April 30, 2018
- July 1, 2018 – start date for new superintendent

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. However, the members of the Fraser Public Schools 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 or request individual tours of school buildings.

Board of Education

Following are the members of the Fraser Public Schools Board of Education:

Laura Edghill, President
Jim Birko, Vice President
Linda Corbat, Secretary
Ron DeVillano, Treasurer
Dan Stawinski, Trustee
Todd Koch, Trustee
Scott Wallace, Trustee

Fraser Public Schools is an Equal Opportunity Employer