



# STURGIS PUBLIC SCHOOLS

## POSITION POSTING

### SUPERINTENDENT

#### About the Area

Sturgis Public Schools is located in St. Joseph County in southwestern Michigan. The district consists of the City of Sturgis and the surrounding townships. The area is rural, yet it has a lot to offer that is not the norm for a city of its size. Sturgis offers the benefits of many parks, recreational areas and youth sports venues. Sturgis Public Schools partners with the City of Sturgis to offer many activities for the youth of the community. Sturges-Young Auditorium offers plays, music concerts and more on a continual basis. Downtown Sturgis is thriving with a mix of unique retail shops, restaurants and services. There are many downtown events over the course of a year.

#### About the District

Sturgis Public Schools offers athletic programs for all ages, art, music and foreign language education. In addition, Career Technical Education, dual enrollment for college credit and a district-wide career preparation program are available to the district's students. Students also have many extracurricular options. The district has one high school, one middle school, one 3-5 building, three K-2 buildings a Great Start Readiness Program, and alternative education.

#### *District Data:*

Enrollment	3,300
Teachers	187
Administrators	23
Counselors/Social Workers	7
Paraprofessionals	111
Office Staff	21
Support Staff/Other Staff	258
School buildings	8
Foundation grant per pupil	\$7,631
Annual operating budget	Rev: \$32,883,652 Exp: \$32,773,652
Projected fund balance	\$4,294,488
Tax Base	2016 Homestead: \$241,647,339 Non-Homestead: \$139,002,823
Non-Homestead Levy	Operating: 18 mil, 1992 debt: .099 mil 15A debt: 4.8 mil, 15B debt: 2.20 mil
Debt Retirement	1992 debt: .099 mil 15A debt: 4.8 mil, 15B debt: 2.20 mil

For more information about Sturgis Public Schools, see the district website at [www.sturgisps.org](http://www.sturgisps.org).

### **Selection Criteria**

*Sturgis Public Schools is seeking a leader who possesses the following qualities, characteristics and skills:*

- Someone whose first priority will always be the needs of our students and who understands and appreciates each is different and unique.
- Someone who is fiscally responsible with strong and strategic financial management skills.
- An effective communicator with students, staff and the community.
- An approachable person with outstanding interpersonal skills who will positively and inclusively build trust.
- A leader for both the school district and community who will continue to build on the effective programs already in place.
- A visible, actively involved leader who clearly demonstrates commitment to and engagement in the school district and community.
- An upstanding and moral person of integrity who is trustworthy, honest, fair, and transparent.
- Someone with high standards for excellence who holds everyone in the organization accountable for their performance.
- Someone who will build a positive school culture and collaborate effectively with students, staff, the community, and the Board.
- Someone who is very knowledgeable in curriculum and future trends including the importance of Early Childhood education.
- Someone who can develop a strategic plan and shared vision who skillfully executes and follows through with plans of action.
- An effective program evaluator who is strong in their conviction to do what is best for the district.
- An experienced administrator with a successful record in leadership.
- Someone who understands the need for, and has experience with, successfully bridging any barriers created by economic, social and cultural diversity.
- An open-minded listener who is willing to consider suggestions, and believes in research-based strategies.
- 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. Compensation will be commensurate with experience of the successful candidate.

### **Application Procedure**

Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at [www.mileader.com](http://www.mileader.com) or <http://www.applitrack.com/mileader/onlineapp>.

Completed on-line applications must be submitted **no later than 4:00 pm on February 16, 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 Gary Rider, Regional President, Michigan Leadership Institute, 616-901-3738 or gridermli@gmail.com.

### **Search Timeline**

- Application deadline .....February 16, 2018
- Presentation of applicants; selection of candidates to interview.....March 8, 2018
- First round interviews .....March 12 and 13, 2018
- Second round of interviews.....March 20 and 21, 2018
- Board visitation to finalist work sites, if necessary .....March 26 and 27, 2018
- Start date .....July 2, 2018

### **Board of Education**

Ann Bird, President  
Paul Gorsuch, Vice-President  
Scott Boland, Secretary  
Scott Swirhart, Treasurer  
Gwen Donmyer, Trustee  
Emily Halling, Trustee  
Kerri Millett, Trustee

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 members directly.

***Sturgis Public Schools is an Equal Opportunity Employer.***