



Position Announcement

Superintendent of Schools

West Shore Educational Service District Ludington, Michigan

The Position

The Board of Education of the West Shore Educational Service Agency is seeking candidates for the position of superintendent. The position becomes available upon the retirement of Randy Howes, whose service has been exemplary. The Board of Education seeks a dynamic, visionary and resourceful educational leader who is committed to lead a highly respected service agency and to respond to the needs of the local school districts in Mason, Lake and Oceana Counties.

About the West Shore Educational Service District

The West Shore Educational Service District is one of 57 intermediate school districts in the State of Michigan. WSESD provides services and support to educators, administrators, students, and school personnel who serve the eight local school districts (Baldwin, Hart, Ludington, Mason County Central, Mason County Eastern, Pentwater, Shelby and Walkerville), a public school academy chartered by WSESD (Gateway to Success), and four non-public districts

(Covenant Christian, Ludington Area Catholic, New Era Christian and Oceana Christian). The constituent school districts provide direct instructional service to approximately 8,300 K-12 students and WSESD employs approximately 210 staff.

Ferris State University and West Shore Community College provide post-secondary partnerships with West Shore ESD.

WSESD provides a broad spectrum of services and support to the area's K-12 schools. WSESD has facilitated the coordination and collaborative efforts of a number of local district administrative and operational services within the service area as well as having developed strong partnerships with highly respected entities outside of the service area.

Special education staff from WSESD works closely with the local districts and parents to provide quality services to students with special needs that range from speech and language therapy to programs for severe cognitive, emotional and physical impairments. Additionally, WSESD provides local districts with career and technical education opportunities, academic alignment, work based learning and support with the core performance indicators. WSESD also provides local districts with a wide range of additional services that include early childhood programs, curriculum mapping, math and science center, professional development, and early college high school opportunities.

West Shore Educational Service District is located in beautiful Mason County in west Michigan. The service area is well known as a destination for year round outdoor activities. The Lake Michigan shoreline, Ludington State Park, Silver Lake sand dunes and the Manistee National Forest are just some of the local attractions. It is also home to a diverse manufacturing community and many successful fruit and vegetable farms.

Additional information about the West Shore Educational Service Agency is available on its website at www.wsesd.org.

Selection Criteria

The West Shore Educational Service District is seeking a leader with a proven track record that reflects the following qualities, characteristics and skills:

- ✓ Progressive, visionary and creative leadership, with a proven track record of engaging others, working collaboratively and building coalitions to achieve the vision of an educational institution.
- ✓ Understanding of the mission and purpose of the West Shore ESD, with a strong sense of accountability for providing value to the local districts in the region.
- ✓ Strong, proactive communication skills, including listening and the ability to forge consensus throughout our diverse communities.
- ✓ Able to demonstrate forward thinking in his/her knowledge of and support for the entire range of WSESD programs and services, including general education, special education, career technical education and early childhood education.
- ✓ Skilled in creative problem-solving and collaborative decision-making processes; understands the power of the region working together for increased student achievement.
- ✓ Strong political and public relations skills with high visibility in local districts and the community at large; ability to articulate issues and advocate for education on public policy issues.
- ✓ Successful experience in the effective management of resources and ability to generate new sources of revenue outside of traditional sources; understanding of school finance; and the use of data to drive decisions.
- ✓ Demonstrates working knowledge of established educational best practices, Core Curriculum, and 21st Century skills for teaching and learning as they relate to curriculum, instruction, assessment and professional development at both the WSESD and local district level.
- ✓ Advocates for the effective use of technology and embraces its potential learning.
- ✓ High moral and ethical character; impeccable integrity and trustworthiness.

The Board of Education welcomes all applicants for this position. Due consideration will be given to all applicants who can demonstrate a high degree of congruency with the above identified profile. While no preference for a specific

applicant has been pre-determined by the Board of Education, Superintendent and/or ESD/ISD experience is preferred, but not required.

Salary and Contract

The WSESD Board of Education will provide a competitive, regional compensation package. The actual salary and benefits will be commensurate with the demonstrated education and experience of the successful candidate. A multi-year contract with provisions for annual review and extension will be offered.

Search Timeline

Application deadline	Friday, February 16, 2018 at 4:00 pm
Initial interviews	Week of February 26, 2018
Second interviews	Week of March 5, 2018
Site visits	To Be Determined
Selection of Superintendent	March 13, 2018
Start Date	July 1, 2018

WSESD Board of Education

Catherine Becker, President
Vincent Greiner, Vice President
Dr. Patricia Collins, Secretary
James Dittmer, Treasurer

Shirley Chancellor, Trustee
Dr. Robert Fong, Trustee
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Applicants should not contact Board Members.

All inquiries should be through:

Dave Killips, MLI Regional President

dkkillips@gmail.com or 734-320-6572