



## SUPERINTENDENT OF SCHOOLS JOB POSTING

The Board of Education of Lakewood Public Schools is conducting a search for its next superintendent. It is expected that the superintendent will be in place during the month of July.

### Our District and Community

Lakewood Public Schools is a rural district nestled between our state capital and Grand Rapids. The focus on K-12 academics, arts, and athletics makes Lakewood a district of choice.

Lakewood consists of two elementary buildings: Lakewood Early Childhood Center in Woodland (preschool-kindergarten) and Lakewood Elementary in Lake Odessa (1<sup>st</sup>-4<sup>th</sup>); along with one middle school and one high school. The district is part of the Ionia Intermediate School District and encompasses four counties – Ionia, Barry, Eaton and Kent. Many staff members are Lakewood alumni and continue to live in the community. Our sense of community is unmatched. For those that prefer a faster pace, it is only a 30-minute drive to Grand Rapids or Lansing.

Our community is surrounded by rural areas. Lakewood Public Schools is located approximately 30 miles east of Grand Rapids outskirts. From preschool through high school, Lakewood Public Schools offers exceptional opportunities for all students to grow and learn. We also offer a virtual school opportunity for on-line learning, and Great Start Readiness.

Agriculture meets suburbia in Lakewood. Our community prides itself on our rich agricultural roots, open spaces, and a small-town friendly atmosphere. Our district is comprised of four villages: Lake Odessa, Woodland, Clarksville and Sunfield. Each one individual in its own right but bonded together through their children and school.

### Lakewood Points of Pride

- Triple-threat School District – Excellence in academics, arts and athletics
- Statewide recognized performing arts programs
- 7 Advanced Placement course offerings at the high school
- 2018 Advanced Placement Honor Roll recipient
- State-approved CTE & Early Middle College programs at the high school
- High School Graduation Rate 92%
- Robotics program competed in State Competition
- Beautiful lakeside communities with great community support
- A district of choice for many Lansing/Grand Rapids and surrounding area students
- Strategic Plan in place and renewing
- Strong curriculum
- Dedicated staff committed to success for all students

## District Demographics

Enrollment: 1,811

Instructional Staff: 97

Support Staff: 81

Administrators: 11

Foundation Grant: \$8,111

Debt Retirement Millage: 7 mils

Budgeted Expenditures: Approximately \$18,281,000

March 31, 2020 Fund Balance: \$2,855,625 (Approximately 15.6%)

## 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 Lakewood 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
- ✓ Understands the dynamics of a small community and the role of the school district within the 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 Career/Technical Education; and Industrial and Applied Technology programs
- ✓ 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, facility utilization

- ✓ 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 [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 Friday, May 29, 2020.

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, [dkillips@gmail.com](mailto:dkillips@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, May 29, 2020

**Selection of candidates for first interviews** – June 8, 2020

**First Round of Public Interviews** – June 15, 16 and 17 – 5:30 pm (Tentative Time)

**Second Round of Public Interviews** – June 22 or 23, 2020– 5:30 pm (Tentative Time)

**Site or in-district visit** - To be determined

**Start date** – As soon as possible, but not later than July 31, 2020

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

Frank Pytlowany, President

Melissa McClelland, Trustee

Jamie Brodbeck-Krenz, Vice-President

Kerry Possehn, Trustee

Lynn MacKenzie, Secretary

Steve St.Laurent, Trustee

Melissa Schuiling, Treasurer

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.

**Lakewood Public Schools is an equal opportunity employer.**