



## **SUPERINTENDENT OF SCHOOLS JOB POSTING**

The St. Johns Public Schools Board of Education is conducting a search for its next Superintendent of Schools. It is expected that the Superintendent will be in place July 1, 2023.

### **OUR DISTRICT**

St. Johns Public Schools is a semi-rural district with a history of strong educational programs. Located in mid-Michigan, the district offers easy access to the state capital of Lansing and Michigan State University 22 miles to the south. The district includes the city of St. Johns and parts of ten townships. It is 204 square miles in size, and made up largely of agricultural land. St. Johns Public Schools prides itself in offering quality academics along with a robust extra-curricular program of athletics and the arts.

- Enrollment: 2622
- Staff:
  - Administrative Staff: 15
  - Teachers: 154
  - Counselors: 7
  - Cafeteria: 24
  - Custodial & maintenance: 29
  - Office Staff: 14 (secretaries)
  - Aides and Support Staff: 73
- Number of Buildings: 6
- Annual Operating Budget: \$34,819,220
- Foundation Grant per Pupil: \$9,150
- Projected Fund Balance: \$5,233,293
- Tax Base: \$808,950,769
- Non-Homestead Levy mills: 18.6562
- Debt Retirement mills: 7.0

### **OUR MISSION**

St. Johns Public Schools will provide an educational experience that prepares all students to become individuals who think critically, live purposefully, lead responsibly, communicate persuasively and serve others generously.

### **OUR VISION**

To become schools that embrace change through pursuit, evaluation and celebration of new knowledge and skills.

To provide every student with the choice to undertake advanced learning without remediation.



## **OUR CORE VALUES**

Integrity; Trust; Respect; Service; High Expectations; Accountability

## **POINTS OF PRIDE**

- Collaborative Board of Education and administrators with attitude of service to students, staff, and community
- Student-centered and caring staff committed to student success
- Comprehensive curriculum, with a wide variety of opportunities in academics, fine arts, and athletics. Including:
  - Wide range of sports and extracurricular activities
  - Outstanding Arts programs - band, orchestra, choir, theatre, and visual arts
  - A wide variety of both on-site and consortium offered CTE classes
  - Advanced Placement courses
- Excellent parent and community engagement
- Strong community partnerships
- Outstanding, well maintained facilities
- Close-knit, rural community that is uniquely situated to larger cities, higher education, and more

## **SELECTION CRITERIA**

- Michigan Administrative Certificate, or equivalent
- Minimum of a Master's Degree in Educational Leadership
- Minimum of five years successful experience as a school and/or district level administrator; superintendent experience is a plus

**The St. Johns Public Schools 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, 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 success, communication, and maximizing district resources
- An approachable school leader who treats everyone with respect and dignity and who will listen to ideas and suggestions from students, teaching and support staff, parents and community members
- Proven leadership ability with skills in implementing change, collaboration, successful systems, creative problem solving, intelligent risk taking and team building
- Leadership experience in a traditional public school setting that reflects a record of success in positions of increasing responsibility, including five years of administrative experience
- An individual who embraces the values of the community and will immerse themselves into 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
- Demonstrates knowledge of and experience with effective curriculum, instruction, professional development, assessment, and best practices to improve teaching and student achievement
- Demonstrates knowledge of and experience in public school finance and fiscal management issues, including of bond issues, sinking funds and enhancement millages
- Knowledge of facility maintenance and operations, including support services, facility studies and improvements, and bond funding opportunities
- Demonstrates success in human resource management, including conducting negotiations with collective bargaining units, contract administration and employment practices
- An individual who sets high expectations for self and others; holds staff at all levels and students accountable; and who accepts responsibility for results
- An individual who has demonstrated a solid working relationship with staff while managing challenging external factors affecting public education.
- Demonstrates a record of direct involvement with and knowledge of issues in public education at the local, intermediate, state, and federal levels
- Demonstrates ability to engage and advocate for thriving extra-curricular and co-curricular programs
- Demonstrates ability to be visible throughout the district and actively engaged in school and community activities
- A team player, willing to work with neighboring districts, higher education, and business to leverage opportunities for St. Johns students

### **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.org](http://www.mileader.org) or <http://www.applitrack.com/mileader/onlineapp>
- Completed on-line applications must be submitted no later than 4:00 PM on Friday, April 28, 2023.
- No "hard copy", fax or email 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 Andy Ingall, Executive Search Consultant, Michigan Leadership Institute, 734-320-6553 or [aingallmli@gmail.com](mailto:aingallmli@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 28, 2023
- Selection of candidates for first interviews – May 4, 2023
- First Round Interviews – May 15 & 16, 2023
- Site or in-district visit – To be determined
- Final Interviews – May 25, 2023
- Start date – July 1, 2023

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.