

Caledonia Community Schools – Superintendent Candidate Profile

- Someone with a fresh perspective who can clearly demonstrate successful experience in the classroom, building administration, district leadership, and managing the issues related to a growing student population. Experience as a Superintendent is highly preferred, experience as an Assistant Superintendent in a large district will be fully considered.
- A visionary with an eye on the future who will collaborate with staff, students, the community and the board to create strong strategic short and long-term plans that will include: a shared vision, specific actions, and a process for clearly tracking and communicating progress.
- A delegator and positive role model that will walk alongside staff to provide opportunities for professional growth, develop trust, and hold everyone in the organization accountable for their performance; while being accountable to the board.
- A relational, compassionate, direct and humble servant leader of unquestioned character who clearly demonstrates the highest standards of honesty, integrity, transparency and fairness.
- A consistent, creative and resolute problem solver with the courage, experience and interpersonal skills to make tough decisions and handle difficult situations effectively, compassionately and professionally in a timely manner.
- An optimistic, accessible and enthusiastic “face of the district” who clearly demonstrates their commitment to staff, students, parents and the community through their visibility, engagement and support.
- A highly effective and clear communicator with outstanding written, verbal and listening skills; who will implement consistent, timely and complete communication systems with parents, students, staff, the community and the board both electronically and personally.
- A strong leader and team builder who will join the board in a pledge to commit to the appropriate roles and responsibilities of governance team practice.
- Someone who understands how the challenges of and increasing need for: special education, social emotional support and mental health services impact our schools; that will implement action plans to ensure no students feel alienated.
- Someone with experience and knowledge in school funding and revenue streams, fiscal responsibility, bonding, contract negotiations and school budgeting fundamentals; who will utilize innovative and effective strategies in each.

- A data driven instructional leader who has experience aligning curriculum, instruction and assessment district-wide. Secondary experience in this area is preferred.
- Someone who values all individuals, believes they are each different and unique, and will make student needs their first priority.
- A steward and fierce advocate for a safe and secure educational environment for all students and staff; who has experience in successfully addressing inappropriate behaviors that interfere with learning.
- A goal-driven instructional leader committed to excellence, continuous improvement, and making the Caledonia Community Schools a destination district for academics, athletics and the arts.
- Someone who is appreciative of our history, culture, and traditions, and will help us navigate the challenges of our rapidly growing school district and community.
- Someone who values innovation and understands the role of technology and social media, how it is used in today's society, and its application in the classroom, who stays current with emerging technologies that enhance 21st century learning.
- A person with informed legislative experience committed to public school education who knows and understands how politics affect education on the local, state and national level.

A Doctorate or Specialist degree in an education related field is preferred, a Masters degree in an education related field is required.

The successful candidate must be able to demonstrate compliance with the requirements of State of Michigan Superintendent certification within the appropriate time lines.

Salary and Contract Information: The Board will offer an extremely competitive and comprehensive, multi-year contract of up to five years. Compensation is expected to range between \$190 and \$210K and will be commensurate with the experience of the successful candidate.