



In the pursuit of excellence...

Caledonia Community Schools

Administrative Offices: 8948 Kraft Ave., Caledonia, MI 49316

Telephone (616) 891-8185 - Fax (616) 891-9253 - www.calschools.org

Internal Position Announcement November 30, 2023 Superintendent of Schools

Selection Criteria

The Caledonia Community School District is seeking a strong, passionate leader who possesses the following qualities, characteristics and skills:

- A District leader with proven success in all facets of leadership.
- Someone who can clearly demonstrate successful experience in the classroom, building administration, and district leadership. Experience as a Superintendent is highly preferred, experience as an Assistant Superintendent or Central Office Administrator in a large district will be fully considered.
- A visionary with an eye on the future who will collaborate with all 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 who will walk alongside staff to provide opportunities for professional growth, develop trust, and hold everyone in the organization accountable for their performance while themselves 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.

The Board of Education does not discriminate on the basis of race, color, national origin, sex, (including sexual orientation and transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities

- A strong leader and team builder with proven district level success who will join the board in a pledge to commit to the appropriate roles and responsibilities of governance team practice.
- Someone with experience and knowledge in school funding and revenue streams, fiscal responsibility, bonding, contract negotiations and school budgeting fundamentals, and 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 district's unique history, culture, and traditions.
- 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, and who stays current with emerging technologies that enhance 21st century learning.
- A person with informed legislative experience and commitment to public school education who knows and understands how politics affect education on the local, state and national level.

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.

Salary Information

The Board will offer a competitive and comprehensive, multi-year contract of up to five years. Compensation will be commensurate with the experience of the successful candidate.

Application Procedure

Interested internal candidates will submit a cover letter and resume which lists at least 5 professional references to Darrell Kingsbury, Assistant Superintendent. Application materials must be received by 12:00 pm on Friday, December 8, 2023. The Caledonia Community Schools Board of Education will review applicant resumes at the scheduled BOE meeting on December 11, 2023. Candidates must request in writing that they wish their application to remain confidential. If confidentiality is requested, the BOE will enter into closed session to review those resumes.

Any questions should be directed to Darrell Kingsbury at 616-891-8185 or kingsburyd@calschools.org.

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