

GRASS LAKE COMMUNITY SCHOOLS – SUPERINTENDENT POSTING

The Grass Lake Community Schools Board of Education is seeking a Superintendent to begin work July 1, 2024. The Board is being assisted in the search by the Michigan Association of School Boards (MASB) with Rodney Green, Ph.D. as the consultant.

The Grass Lake Community School district is located in beautiful Jackson County in Southern Michigan. The District serves about 1330 students with an annual budget of approximately \$17 million. Grass Lake Community Schools vision is *“Individual excellence inspired by tradition and innovation”*. The GLCS mission is *“to provide a quality learning environment which will empower all students to meet their individual needs, discover their potential, and gain essential skills that will enable them to become responsible, contributing citizens of our world”*.

The Grass Lake Community Schools Board of Education seeks a Superintendent who is knowledgeable in K-12 education, is a strong leader, and will be an effective communicator with Staff and Community. The new Superintendent should be an experienced administrator, friendly, honest, and will actively work with the Board and Community to set and reach goals.

Board of Education

Amy Humbarger, President
Kyle McClure, Vice President
Jonathan Claussen, Secretary
Janey Bisard, Treasurer
Shari Hein, Trustee
Chris Maynard, Trustee
Mark Rankin, Trustee

District Information

Student Enrollment	1330
Teachers	85
Administrators	8
Support Staff	80
Number of School buildings	3
State Foundation Funding	\$9,608
2023-24 General Fund Budget	Revenue \$17,250,205
	Expense \$17,093,639
Projected fund balance as percentage of expenses	16%
Non-Homestead Taxable Value	\$74,590,325
Non-Homestead Millage	18.0 Mills
Debt Retirement Millage	7.65 Mills

Salary and Contract Information

The District will offer a competitive wage and benefit package (salary/annuity range \$140,000 to \$160,000) that reflects the experience and education of the candidate chosen as the next Superintendent.

Application Procedure

Interested candidates should complete and submit an online application found at <https://masb.myrevelus.com/>

Completed online applications must be submitted no later than 4:00 pm on May 21, 2024. No “hard copy,” fax or emailed copies accepted. If requested by the candidate, materials will be treated confidentially through the screening process. Candidate names will become public at the time an interview is scheduled.

Questions and further information concerning the Superintendent Search Process is available from Dr. Rodney Green, Search Consultant, Michigan Association of School Boards: rodgreen11@gmail.com, 810-852-1189.

Search Timeline

Action	Date
Application Deadline	5/21/2024
Application Review by Board	5/28/2024
First Round Interviews	6/4/2024
First Round Interviews	6/7/2024
Second Round Interviews/Opportunity for Board Selection of Candidate	6/14/2024
Board Visitation (if necessary)	TBD
Second Opportunity for Board Selection of Candidate	TBD
Start Date	7/1/2024

GRASS LAKE SCHOOLS SUPERINTENDENT SELECTION CRITERIA

The Grass Lake Community School District is seeking a strong, collaborative leader to work with the board, staff, and community to create a successful educational experience for all students. The Board of Education has identified the following criteria for selecting its next superintendent:

VISION

- Inspires others toward the shared district vision and strategic plan.
- Works with the Board to establish priorities to achieve district goals.
- Identifies emerging trends, anticipates their impact, and develops strategies to address them.
- Willing to seek to understand technology trends and how they affect education.

PROFESSIONAL

- Strong background in K-12 education, administration, curriculum, and instruction.
- Record of success in past positions including improving achievement for all students.
- Experience with finance, effective budget management, and leveraging federal grants.
- Collaborative leadership style.
- Professional development implementation cultivating leadership opportunities for staff.
- Uses data driven strategies in decision-making processes and curriculum development.
- Actively engages and responds to parents and community.
- Facilitates leadership to support learners of all abilities and interests.
- Advocates for public education at the local, county, and state levels.

MANAGEMENT

- Collaborative leader who follows through on decisions.
- Develops and empowers the leadership team.
- Explains district decisions using data and provides timely feedback to stakeholders.
- Respects, values, recognizes, and supports all staff members.
- Strong relationships, communication and collaboration with the Board.
- Efficient and effective management of operations and facilities.
- Proven success with labor relations and negotiations.
- Experience with bond, sinking fund, and capital projects.
- Recognizes and values all aspects of education.

PERSONAL QUALITIES

- Honest, ethical, straightforward, and transparent.
- Treats others with compassion and respect.
- Effective listener and communicator.
- Engaging, visible, approachable, and accessible to staff, students and community.
- Strong leadership skills that build support and trust between the district and community.
- Involved and invested in the local community.