



“Inspiring all to seize opportunities, explore interests and achieve potential”

Superintendent of Schools

Job Posting

The Board of Education of Newaygo Public Schools is conducting a search for its next superintendent. It is expected that the superintendent will be in place by TBD.

About the District

The Newaygo Public Schools are located in beautiful Newaygo County in the heart of West Michigan's four season recreational area. Newaygo County is located 40 miles east of Muskegon, Michigan and 45 miles north of Grand Rapids, Michigan and is home to 24 lakes, 356 miles of rivers and streams and over 100,000 acres of national forest.

The district's student enrollment is 1,590 students who attend excellent, maintained facilities. There is one elementary building, a middle school and a high school. The district employs 90 professionals and 50 support staff to accommodate the student body. Newaygo Public Schools values the partnerships it has with parents and the community which has resulted in higher student achievement.

NPS Mission

In collaboration with parents and community, NPS will provide every student with an enriched academic foundation in a safe environment that will encourage individuals to be confident in their abilities and inspired to succeed.

Points of Pride

- \$22.6 million bond issue passed in 2017 - Newaygo Elementary Addition & Renovation
- Increase in Student Population in 2019
- Strong State Test Scores
- Competitive Contracts for Teachers, Support Staff, and Administration
- Professional Learning Community (PLC) in All Buildings
- Positive Behavior Interventions and Supports (PBIS) Program in All Buildings
- Behavior and Academic Services Offered at Elementary and Secondary Levels
- Social and Emotional Learning Curriculum
- Teacher-Led Literacy Nights
- Participant in Newaygo County Promise Zone
- Kickstart to Career Program for NPS Students-Beginning with Class of 2031
- Early College & Dual Enrollment Options for High School Students
- Additional Specialized Staff: School Resource Officer, On-site Nurse, On-site DHHS Success Coach, 3 -Title I Teachers & an Elementary Literacy Coach

Additional information regarding Newaygo Public Schools Points of Pride is available at www.newaygo.net.

District Demographics

Enrollment: 1,531

Instructional Staff: 86

Secretary Staff: 10

Support Staff: 77

Administrators: 13

Foundation Grant: \$9,150

Non-Homestead Levy: 17.4804 mills

State Equalized Value: \$474,165,552

Budgeted Expenditures: \$19,059,562

Projected Fund Balance: \$3,723,792 (2023)

Current Bond Debt Millage Rate: 4.5

Building Grade Demographics: Elementary K-4; Middle School 5-8; High School 9-12

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 Newaygo 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
- ✓ Is a student-centered instructional leader who puts students first, connects with students and is committed to meeting the needs of each and every child
- ✓ Understands the dynamics of a small community and the role of the school district within the community
- ✓ 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
- ✓ 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
- ✓ A school leader who understands student growth and the impact it has on facilities, finance and staffing
- ✓ Demonstrated knowledge of and experience with effective curriculum, instruction, professional development, assessment and best practices to improve teaching and student achievement

- ✓ 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, sinking funds and related expenses
- ✓ Knowledge of facility maintenance and operations: support services, facility studies, improvements, bonding opportunities and 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, parents 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 or <http://www.applitrack.com/mileader/onlineapp>

Completed on-line applications must be submitted no later than **4:00 PM on February 3, 2023.**

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 Pete Haines, Michigan Leadership Institute, hainesp1@gmail.com.

Applicants are advised not to make direct contact with any member of the Board of Education

Search Timeline

Application deadline – February 3, 2023

Selection of candidates for first interviews – TBD

First Round of Public Interviews – TBD

Second Round of Public Interviews – TBD

Site or in-district visit - TBD

Start date – TBD

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

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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.

Newaygo Public Schools is an equal opportunity employer.