



Public Schools of Petoskey

A Special Place for Everyone

SUPERINTENDENT OF SCHOOLS JOB POSTING

The Public Schools of Petoskey's Board of Education is conducting a search for its next superintendent. It is expected that the superintendent will be in place by July, 2019.

Our District

The Public Schools of Petoskey is a rural district located in Northern Michigan. Our community has built a wonderful tradition of excellence in teaching and learning along with a fine tradition of excellence in academics, arts, athletics and community service.

As a district, we are driven and proud to provide a "Special Place for Everyone." Our goal is to make every building and every classroom welcoming and nurturing for those that we serve. We work together to foster growth. We are extremely grateful to our community members for their support of the CharEm Regional Enhancement Millage and for continued support of all our infrastructure improvements.

Petoskey consists of 5 elementary buildings (Central, Lincoln, Ottawa, Sheridan and Montessori) along with one middle school and one high school. Petoskey prides itself on being a big district that feels like a small district. With many staff members living in the community, as well as teaching here, it helps create a sense of community that is unmatched.

Our Community

<https://www.youtube.com/watch?v=S9Rn-0teeO4>

Overlooking the shores of Lake Michigan's Little Traverse Bay in the northern tip of Michigan's Lower Peninsula you'll find Petoskey, Michigan. A quaint resort community with unmatched beauty and charm, Petoskey has been a destination for more than 100-years. People return to soak in the rich views, breathe the clean air, eat at world-class restaurants and shop in the specialty shops and boutiques of its historic downtown.

Petoskey offers year-round recreational opportunities. The summer offers comfortable lake breezes and spectacular sunsets along gorgeous beaches, while winter brings fresh, abundant snow for skiing and snowmobiling. Known for its Million Dollar Sunsets, the summer home of Ernest Hemingway in his early years, and the Petoskey Stone, there is plenty to enjoy in Petoskey as a visitor or lifelong resident.

District Points of Pride

- ✓ Strong tradition of excellence in academics, arts and athletics
- ✓ Supportive Board of Education that maintains the focus on students
- ✓ Historical longevity with superintendents, only five in ninety-eight years
- ✓ Wide variety of offerings for all students
- ✓ Excellent robotics program
- ✓ Highly recognized band and steel drum program
- ✓ State championship ski teams
- ✓ Strong CTE program offerings, inclusive of building trades and culinary program
- ✓ Excellent relationship with North Central Michigan College
- ✓ Strong community support
- ✓ Beautiful lakeside community with phenomenal recreational opportunities
- ✓ A district of choice for many Char-EM area students
- ✓ Dedicated staff committed to success for all students
- ✓ Recently upgraded athletic facilities
- ✓ Recently approved sinking fund and enhancement millage
- ✓ Safe and family-friendly community to raise a family

District Demographics

Enrollment:	2,826
Instructional Staff:	161
Support Staff:	79
Administrators:	12
18/19 Foundation Grant:	\$ 7,871 per pupil allowance
CharEm Regional Enhancement Millage:	approximately \$ 670 per student
Debt Retirement Millage:	1.85 mils
Budgeted Expenditures:	Approximately \$ 31,000,000
June 30, 2018 Fund Balance:	Approximately \$ 2,075,876

Selection Criteria:

- Michigan Administrative Certificate, or equivalent
- Minimum of a Master's Degree in Educational Leadership; Doctorate preferred
- Minimum of three years successful experience as a superintendent or central office experience is preferred

- The Petoskey 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 superintendent or central office experience; however, non-traditional candidates with proper credentials and background may be considered
 - ✓ 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 a true love of all children
 - ✓ 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
 - ✓ 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 fund and related expenses
 - ✓ Knowledge of facility maintenance and operations including: support services, facility studies, improvements, bonding opportunities
 - ✓ 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 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 Friday, March 22, 2019.
- 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 David Killips, Regional President, Michigan Leadership Institute, 734-320-6572, dkkillips@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, March 22, 2019
- Selection of candidates for first interviews – April 1, 2019
- Public Interviews – April 8, 9 and 10, 2019
- Second Round of Public Interviews – April 15 and 16, 2019
- Site or in-district visit - To be determined
- Start date – July 1, 2019

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

Keith J. Szajnecki, President
Mary B. Ling, 1st Vice-President
Frank P. Lamberti, 2nd Vice-President

Jessica L. Shaw-Nolff, Secretary
Kathleen A. Reed, Treasurer

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.

[The Public Schools of Petoskey is an equal opportunity employer.](#)