



# Camden-Frontier Schools

***SMALL SCHOOL ENVIRONMENT, BIG SCHOOL OPPORTUNITIES***

## **Superintendent/Principal of Schools**

### **Job Posting**

The Board of Education of Camden-Frontier Schools is conducting a search for its next superintendent/principal. It is expected that the superintendent will be in place by January 1, 2020. The principal duties of this position may be altered to best fit the needs of the school district and based on the qualifications and experiences of the applicants (elementary, secondary or K-12).

#### **About the District**

Camden-Frontier is a rural community, K-12 school. It is located between the small towns of Camden and Frontier in Hillsdale County. Our typical enrollment is between 500 and 515 students. Enrollment has been steady over the last several years. We have incorporated structured behavioral policies with a defined Response to Intervention system for the "whole" child. We continually strive to increase parental involvement. We have strengthened and tightened up our attendance policies to assist with lower truancy. We are able to offer dual enrollment with Jackson College, college prep courses, AP courses, supervised work release programs, online courses, vocational/technical career center, and the Hillsdale Beauty College course. The community has been very supportive in passing the last two sinking fund bonds, which have helped upgrade and maintain the facilities in the district.

#### **Points of Pride**

Camden-Frontier prides itself in focusing on community involvement, small class sizes, well-maintained facilities, and a positive rapport between staff and students. The district has been consistently at the top in the county for M-Step scores. We also have a very strong FFA program that has a greenhouse and an Ag barn along with great community support. Camden-Frontier Schools is one of the few districts in the county that has actually increased enrollment over the

last few years. We offer 1-to-1 technology for all students in grades 5-12. The district has added an additional counselor to better serve the mental health needs of all students.

### **District Demographics**

Enrollment: 515

Instructional Staff: 34

Office Staff: 2

Support Staff: 23

Administrators: 2

Foundation Grant: \$7871.00

Non-Homestead Levy: 18 mills

State Equalized Value: \$91,481,849

Budgeted Expenditures: \$5,288,667

Projected Fund Balance: \$557,083

Current Bond Debt Millage Rate: 0

Current Building & Site Sinking Fund: 3.5 mills

### **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 Camden-Frontier 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
- ✓ 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
- ✓ 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 and related expenses
- ✓ Knowledge of facility maintenance and operations including: support services, facility studies, improvements, bonding opportunities , 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 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.org](http://www.mileader.org) or <http://www.applitrack.com/mileader/onlineapp>. Completed on-line applications must be submitted no later than 4:00 PM on Friday, October 18, 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](mailto: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, October 18, 2019

**Selection of candidates for first interviews** – October 28, 2019

**First Round of Public Interviews** – November 11, 12, 13 – 6:00 pm

**Second Round of Public Interviews** – November 18 or 19– 6:00 pm

**Site or in-district visit** - To be determined

**Start date** – January 1, 2020

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**

Scott Nicholls, President  
Matt Shiery, Vice-President  
Barbara Balbo, Secretary  
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Lynn Landers, Trustee  
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Gary Morrison, Trustee

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.

**Camden-Frontier Schools is an equal opportunity employer.**