



Camden-Frontier Schools

SMALL SCHOOL ENVIRONMENT, BIG SCHOOL OPPORTUNITIES

Superintendent/Elementary 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 July 1, 2022. 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 district located in beautiful Hillsdale County (population 45,500) with an agriculture-based economy. Situated along the Ohio and Indiana borders, the district serves the farm communities of Camden, Frontier and Montgomery. Our school is the focal point of community life in the district as evidenced by our strong parent support at athletic and other school events, in addition to the recent renewal of a sinking fund millage by a 2:1 margin. Our single-building K-12 campus is in a beautiful country setting with room to grow. Hillsdale County is a destination for outdoor activities including hunting, fishing, and off-road sports. The median household income is \$49,622 and the median home value is \$120,100 and rising.

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. The district is in the second year of a three-year strategic plan that addresses pandemic learning loss through significant investments in remedial/intervention staffing, extra learning opportunities, technology, and curricula. We now offer 1-to-1 technology for every student K-12. The district has also added another full-time counselor to better serve the social/emotional needs of all students. Through the district's recently renewed sinking fund, C-F recently completed a \$1.8

million HVAC project and looks forward to the construction of a new athletic training facility this summer.

District Demographics

Enrollment: 480

Instructional Staff: 34

Office Staff: 3.5

Support Staff: 34

Administrators: 2

Foundation Grant: \$8700

Non-Homestead Levy: 18 mills

State Equalized Value: \$94,111,978

Budgeted Expenditures: \$5,830,081

Projected Fund Balance: \$653,707

Current Bond Debt Millage Rate: 0

Current Building & Site Sinking Fund: 3.5 mills (Renewed though 2026)

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 or <http://www.applitrack.com/mileader/onlineapp>. Completed on-line applications must be submitted no later than 4:00 PM on Thursday, May 26, 2022.

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, Thursday, May 26, 2022
Selection of candidates for first interviews – June 1, 2022
First Round of Public Interviews – June 6 and 8, 2022 – 6:00 pm
Second Round of Public Interviews – June 16 – 6:00 pm
Site or in-district visit - To be determined
Start date – July 1, 2022

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

Emily Morrison, President
Lynn Landers, Vice-President
Nykol Byrd, Secretary
Adelle Woodard, Treasurer

Jesse Crow, Trustee
Gary Morrison, Trustee
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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.

Camden-Frontier Schools is an equal opportunity employer.