



Watervliet Public Schools

“An educational community committed to preparing all students with the academic and personal skills necessary to become lifelong learners and productive members of society.”

Superintendent of Schools

Job Posting

The Board of Education of Watervliet Public Schools is conducting a search for its next superintendent. It is expected that the superintendent will be in place by July 1, 2019.

About the District

Watervliet is located on the I-94 Chicago-Detroit corridor in northern Berrien County. It is a small town with a population of 1,735, but also includes the townships of Bainbridge and Watervliet. Watervliet is a Michigan community with a commitment to its history, economic development, and enriched lifestyle. It was founded in 1833 and the city was named for the Dutch terms that means “flowing water.”

The district is approximately 36 square miles with five (5) buildings: South Elementary (Pre-K - 2), North Elementary (3 - 5), Watervliet Middle School (6 - 8), Watervliet High School (9 - 12), and W-A-Y Watervliet (Alternative High School 9-12). There are 1,472 students that attend Watervliet Public Schools.

The district is bordered by Coloma Community Schools to the west, Hartford Public Schools to the east, Eau Claire Public Schools to the south, and Covert Public Schools to the north.

In May of 2014, Watervliet Public Schools voters generously approved a \$23,000,000 bond which provided addition and renovation projects at North Elementary, South Elementary, Watervliet High School, and Watervliet Middle School. Additionally, the bond project significantly improved the district’s technological capacity by fulfilling a one-to-one student/technology ratio in the high school.

Points of Pride

Watervliet Public Schools prides itself on focusing on the whole child and has formed community partnerships to provide Youth Mental Health First Aid Training and Trauma Informed Care Training to its teachers and administrators. The district also saw the implementation of several new initiatives during the 2017-2018 school year: Building Healthy Communities at South Elementary, Standards-Based Grading for grades Pre-K thru 3, Minecraft for Education Curriculum at North Elementary and at Watervliet Middle School, a one-to-one

Chromebook Initiative at Watervliet High School, and a Comprehensive Multi-Tiered System of Supports at the Secondary Level.

Additional information regarding Watervliet Points of Pride is available at watervlietps.org.

District Demographics

Enrollment: 1,472

Instructional Staff: 84

Office Staff: 9

Support Staff: 56

Administrators: 11

Foundation Grant: \$7,871

Non-Homestead Levy: 18.9498 mills

State Equalized Value: \$309,453,036

Budgeted Expenditures: \$14,407,645

Projected Fund Balance: \$1,902,051 (Approximately 14.9%)

Current Bond Debt Millage Rate: 5.80

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 Watervliet 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
- ✓ 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 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.com or <http://www.applitrack.com/mileader/onlineapp>. Completed on-line applications must be submitted no later than 4:00 PM on Friday, February 15, 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, February 15, 2019

Selection of candidates for first interviews – Week of February 25, 2019

First Round of Public Interviews – March 4, 5 and 6, 2019 – 6:30 pm

Second Round of Public Interviews – March 12 and 13, 2019 – 6:30 pm

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

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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.

Watervliet Public Schools is an equal opportunity employer.