



Superintendent Selection Criteria

Williamston Community Schools is seeking a skilled administrator to become their next Superintendent of schools. The Board of Education is looking for a leader who can build on the long tradition of educational innovation and excellence.

Williamston has highly engaged passionate employees, parents, and a thriving community. We are a world-class district that provides outstanding opportunities for our students. The Board is looking for a leader to continue our efforts to be even better tomorrow than we are today.

Candidates should be prepared to present evidence of demonstrated successes in:

- Possessing deep knowledge of educational research and experience in implementing programs that have had a positive impact on teaching and learning including the use of technology;
- Establishing an effective atmosphere and policies/procedures for student discipline and safety;
- Building and maintaining strong, effective internal and external relationships;
- Cutting edge communication capabilities with community, parents and employees;

Management and Decision-Making

- Proven collaborative leader;
- Understands and practices empowerment of staff and the proper delegation of responsibilities;
- Can build and maintain an environment of trust, responsibility, integrity and accountability;
- Anticipate the needs of the District and implement pro-active programs;
- Proven ability to maintain/build effective management structure and teams;
- Effectively oversee budget and manage finances;
- Ensure excellent management of resources and facilities;
- Assures continuous improvement of all employees;
- Highly responsive to parents, employees and community;

Professional Background

- Experience as a teacher, building administrator, and/or Central Office administrator;
- Master's Degree plus Administrative Certification with evidence of on-going leadership training;
- Accomplishments which reflect ability to enhance educational programs and increase student achievement;
- Experience with Multi-Tiered System of Support (MTSS);
- Deep understanding of curriculum and teaching methodologies;

Vision and Planning

- Ability to work with Board of Education, administrators, community, parents, students and other stakeholders toward a common vision of the District;
- Ability to create an environment and processes to assure that all stakeholders understand and help effectuate the District's mission;

Interpersonal

- Will actively listen and learn from and with others;
- Able to inspire trust and motivate people toward a common cause;
- Will be highly responsive to all stakeholders;
- Has a demonstrated ability to build consensus and manage disagreements productively;
- Exhibits a high degree of transparency in decision-making and actions;
- Approachable and leads by example;

Personal

- Highly analytical and knowledgeable regarding the use of data and statistics/metrics;
- Politically astute on local and state levels;
- Ability to balance competing needs and make and explain tough decisions;
- Understands and is sensitive to the classroom experience from the point of teachers, students and parents;

Application Procedure and Timeline

Interested candidates should submit:

- A letter of application setting forth in detail personal qualifications, reasons for interest in position and demographics of current district of employment
- A current resume
- Three professional references who can be contacted immediately (home, office phone numbers)
- Transcripts

Completed application must be submitted no later than 4:00 p.m. on February 10, 2017.

Applications should be sent to the attention of:

Janet Eidt
418 Highland Street,
Williamston, MI 48895
eidtj@gowcs.net

If requested by the candidate, materials will be treated confidentially through the screening process. Candidate names will become public at the time an interview is scheduled.

Search Timeline

Deadline for Applications.....	February 10, 2017
Candidate screening.....	week of February 13, 2017
Initial Interviews.....	week of February 20, 2017
Second Interviews (if necessary).....	week of February 27, 2017
Site Visitations.....	week of February 27, 2017
Selection of finalist, negotiation of agreement.....	week of March 13, 2017
Proposed Start Date	July 1, 2017

Salary and Contract Information:

The district will offer a regionally competitive, multi-year compensation package. Total salary and benefits will be commensurate with the experience and qualification of the successful candidate.

About the District

Williamston Community Schools is located in Williamston, Michigan along the I-96 corridor in Ingham County. We are known for offering lively entertainment including an award winning professional theater, an independently owned and operated movie theater and a variety of dining options. The downtown district features many historic buildings situated within a block of the Red Cedar River which flows through the heart of the City. Unique shops, art galleries, historical museum and antique stores are found in the business area.

Our schools are located in the town of Williamston and the district spans multiple rural townships. We have a K-2 elementary building, a 3-5 elementary building, a 6-8 middle school and a 9-12 high school. The mission of our district is to educate all students to their fullest potential and our Multi-Tiered Systems of Support is the foundation of our infrastructure supporting our work toward achieving this mission. Integrated Arts Initiative, Blended Learning focus, STEM programming, aggressive on-time intervention programming – just to name a few of the important drivers of the academic successes of our students.

Our schools have been honored with multiple state and national recognitions and have been awarded innovative grants most recently from Massachusetts Institute of Technology and Michigan Virtual University. Our teaching staff has received recognition as outstanding educators by state and national professional organizations. Our students are competitive with the best both in the classrooms and on the playing fields and courts. We truly are “the little school district that could/can/and shall”.

A major challenge facing our district is financial. We are on the State of Michigan Fiscal Distress list and have an aggressive plan that is moving us toward increasing our fund balance to the levels required by the State. A dramatic reduction in student numbers a few years ago created this challenge and we have been steadily working toward a resolution without reducing academic programming. We are confident that we will achieve the five year plan submitted to the State.

Points of Pride:

- Preschool program housed in the elementary complex
- Elementary Integrated Arts program in partnership with MSU Wharton Center
- Comprehensive Middle School programming opportunities for exploration and advancement
- College Board Honor Roll status over multiple years for “Expanding Opportunity and Improving Performance of Advanced Placement Students”
- Top 2% high schools in the nation as ranked by Newsweek
- U.S. News and World Report named WHS to the “Best High Schools in the Nation” list
- U.S. News and World Report awarded WHS silver medal – top 3% of high schools in the nation
- Math Science Academy focused on STEM curriculum offered 9 – 12
- Award winning performing and visual arts programming
- Michigan Teacher of the Year, Michigan World Language Teacher of the Year, Michigan Visual Arts Teacher of the Year, Michigan Science Teacher of the Year for Elementary, Eisenhower Fellowship, etc. recognizing outstanding educators in the district