

# Position Announcement

## South Lyon Community Schools



### Superintendent of Schools

**The Board of Education of South Lyon Community Schools  
is conducting a search for its next Superintendent.**

**It is expected that the new Superintendent will be prepared to start  
on July 1, 2020.**

#### **The School District**

South Lyon Community Schools was formed in 1876 as the South Lyon Union School District. In support of its community, the mission of South Lyon Community Schools is to provide the highest quality educational process so that all students can excel as individuals and become productive and contributing members of society. The District covers an area of approximately 83 square miles with an estimated population base of 45,500. Located near the crossroads of Interstate 96 and US 23 in Southeast Michigan, it contains areas of three counties (Oakland, Washtenaw and Livingston) and areas of eight municipalities (City of South Lyon, Lyon Township, City of Novi, City of Wixom, Milford Township, Northfield Township, Salem Township, and Green Oak Township). It operates within the Oakland Intermediate School District, more commonly referred to as Oakland Schools. After beginning with a one-room log schoolhouse in 1833, South Lyon Schools' 8,921 students are now served in 12 schools: two high schools (grades 9-12), two middle schools (grades 6-8) and eight elementary schools (grades K-5). Through collaborations with other local districts and Oakland Schools, students can also enroll in the International Academy, Oakland Schools Technical Campus, Fire Cadet Academy, Aviation Program and an EMT Certification Program. In addition, the District operates an Early Childhood Center, a technology/maintenance/transportation facility and an administration facility. The administration facility, the City and School Administration Building, opened in 1998 and is shared with the City of South Lyon. South Lyon Schools employs 963 people, including 514 teachers and 51 administrative staff members. The District has an annual operating budget of \$115.5 million, with a foundation allowance of \$8,111 per pupil and a fund balance projected at nearly \$13 million.

## **Points of Pride**

- High performing District that makes the most of its resources
- Student achievement that consistently ranks among the top districts in the tri-county area
- A growing District and community, as evidenced by enrollment increases and rising taxable value
- Parents and community members care and are very involved and supportive
- A close-knit, caring community with a small-town feel in a large, growing District
- Talented, dedicated staff members that care about students and are involved and engaged with students individually and as a whole
- Relationships with and between all members of the school community are prioritized and highly valued
- A wide range of programs and services to meet the various and unique needs of all students, including curricular, co-curricular and extracurricular opportunities
- Facilities are well-maintained, up to date and include several new buildings
- Financially stable District with a consistently healthy fund balance
- Support staff members are employed directly by South Lyon Schools; no outsourcing
- Safe and orderly environment
- Proud history and outstanding reputation

## **Qualifications**

- Michigan Administrative Certificate or equivalent
- Master's degree in related field required, advanced degree preferred
- Administrative experience at various levels, preferably including central administration
- Broad experience in education; classroom experience preferred
- Track record of improving academic achievement
- Experience with people of diverse cultural and socioeconomic backgrounds preferred

## **Candidate Profile**

South Lyon Community Schools is in search of a dynamic, visionary and inspirational leader who:

- Is a student-centered instructional leader who puts students first, connects with students and is committed to meeting the needs of each and every child
- Has exceptional communication skills and communicates frequently and effectively with all stakeholders
- Is innovative, progressive and knowledgeable about current trends in education
- Is consistently visible, present and approachable in classrooms and throughout the District and community
- Is a collaborative, inclusive decision-maker who is able to unite stakeholders around a shared vision and mission

- Is fiscally responsible and resourceful with a strong financial acumen; knowledgeable regarding multimillion dollar budgets, bond issues and bond implementation strategies
- Understands the community and considers its diverse perspectives in decision-making
- Is knowledgeable and passionate about South Lyon Schools and committed to the District
- Is decisive with the courage and fortitude to make difficult, timely decisions and the ability to clearly articulate the rationale for such decisions
- Is supportive of staff, facilitates their growth and development and appreciates their contributions to the District
- Is active and engaged with parents and within the community, building involvement and support
- Has a growth mindset with the ability to lead a growing District, building on the District's considerable strengths while effecting change necessary for continuous adaptation and improvement
- Serves as an advocate and ambassador for South Lyon Schools, promoting the district internally and beyond
- Is politically savvy, well-connected and active in state and local government and with other area school districts and leaders
- Is a creative thinker and problem-solver
- Is a relationship-builder with strong interpersonal skills
- Values all people and treats everyone with the utmost dignity and respect
- Is kind, understanding and compassionate and leads with honesty and integrity at all times

### **Salary and Contract Information**

The Board of Education will offer a comprehensive, multi-year contract. Salary and benefits will be commensurate with the skills and experience of the successful candidate, with a salary range of \$165,000-\$185,000.

### **Application Procedure**

Interested candidates should complete and submit the Michigan Leadership Institute online application found at [www.mileader.com](http://www.mileader.com) or <http://applitrack.com/mileader/onlineapp>. Completed online applications must be submitted **no later than Friday, March 13, 2020 at 4:00 p.m.** No "hard copy," faxed or emailed copies will be accepted. Materials will be treated confidentially through the screening process only upon the written request of the candidate.

All questions regarding the search process should be directed to the search consultant, MLI Regional President John Silveri, at (248) 420-9354 or [jsilverimli@gmail.com](mailto:jsilverimli@gmail.com).

## **Search Timeline**

**Application deadline:** March 13, 2020, 4:00 p.m.

**Selection of Candidates for Interview:** March 18, 2020

**First Round Interviews:** March 23-25, 2020

**Second Round Interviews:** March 31 & April 1, 2020

**Site Visits:** Week of April 13, 2020

**Candidate Selection by Board of Education:** April 20, 2020

**Board Action to Hire New Superintendent:** May 4, 2020

**Start Date:** July 1, 2020

This 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 Board of Education may make exceptions to this profile, posting, process and/or timeline to ensure selection of the best possible candidates as determined solely by the Board. The services of Michigan Leadership Institute have been secured to assist the Board in the search process and in the screening of candidates. However, the Board of Education will make all decisions with respect to process, evaluation of candidates, selection of candidates to be interviewed and appointment of the successful candidate. Candidates should not contact members of the Board directly.

### **Board of Education**

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