

Position Announcement



Superintendent of Schools

**The Board of Education of Anchor Bay School District
is conducting a comprehensive search for its next Superintendent.
The expected start date for the new Superintendent is July 1, 2021.**

Anchor Bay School District is a public school district located in southeast Michigan, serving portions of southern St. Clair County and northeastern Macomb County. Anchor Bay offers the best of both worlds: city attractions and amenities along with breathtaking natural beauty. Easy access to I-94 puts it just 25 minutes outside of Detroit, and it is within minutes of the Oak Ridge Golf Course, Lenox Township Park, Salt River Park and the Wetzel State Recreation Area.

The District's 5,560 students are served in one comprehensive high school, two middle schools and seven elementary schools. Services are also provided to children via the Early Childhood Center and School Aged Childcare. In addition, Anchor Bay School District operates the Compass Pointe Learning Center for adult learners. The District employs 720 staff members, including 294 teachers and 36 administrative staff members. It has an annual operating budget of \$66 million, with a foundation allowance of \$8,111 per pupil and a fund balance projected at \$1.78 million.

District Vision

Educational Excellence Together

District Mission

Empowering all students to succeed in an ever changing world

Belief Statements

In Anchor Bay Schools, we believe in students first!
Together, we will:

- Provide a safe and supportive environment
- Foster problem-solving and critical thinking skills
- Respect and value the diversity of all participants
- Develop lifelong learners who understand the importance of integrity and character
- Promote responsible decision making
- Inspire leaders for tomorrow
- Partner with our community
- Set the standard for excellence

Points of Pride

- Destination District that includes students, families and staff members who have been part of Anchor Bay School District for generations
- Academic excellence, featuring high academic standards and outstanding student achievement
- Wide variety of programs, activities and services, both curricular and extracurricular, that meet the individual needs of all students, including award-winning programs such as band, choir, athletics, career tech and JROTC
- Robust CTE program featuring the most CTE offerings of any district in Macomb County
- Dedicated, caring, hard-working and talented staff members who put students first
- Large District with a small town culture and climate
- Close-knit, caring community with a strong sense of community pride
- Tremendous parent, family and community involvement and support
- District service to the community, giving back through student-led clubs and beyond
- Frequent, transparent communication that keeps stakeholders well informed and engaged
- Outstanding facilities enhanced by a 2017 bond for technology and facility upgrades

Qualifications

- Educational administration experience
- Master's degree in related field; advanced degree (i.e., Ed.S., Ed.D., Ph.D.) preferred
- Broad and diversified work experience; classroom experience preferred
- Michigan Administrative Certificate or equivalent

Candidate Profile

Anchor Bay School District is in search of a visionary and inspirational leader who:

- Is a student-centered leader that truly makes decisions based on what's best for all students, even when faced with competing interests
- Is a proven instructional leader with broad knowledge and experience in education and expertise in teaching and learning

- Is a great communicator that is articulate, clear, consistent, informative, timely and transparent with all stakeholders
- Actively listens, considering the various perspectives and opinions of others with an open mind while seeking first to understand, then to be understood
- Is a collaborative leader that models a team approach and involves others in decision-making to as great an extent as possible
- Is honest, ethical and trustworthy with unfailing integrity
- Is a personable relationship-builder that is approachable, accessible and works effectively with all members of the school community, including students
- Is proven to be a strong and effective leader that leads from the front and thrives as the face of the District while remaining humble, approachable and down to earth
- Is able to build on existing strengths and effect change as needed with a proactive, progressive and innovative growth mindset
- Is fiscally competent, responsible and experienced
- Will be highly visible and engaged in the District (in classrooms, at events and activities) and community
- Is a servant leader that is kind, compassionate, caring and empathetic, treating every member of the school community with dignity and respect
- Consistently leads in a fair, impartial and empathetic manner
- Has the courage of his/her convictions, willing to make difficult decisions as necessary and stand by them even in the face of vocal opposition
- Serves as a unifying force that is able to bring all stakeholders together, foster positive relationships and maintain a positive climate and culture
- Understands, appreciates and is committed to Anchor Bay School District and the community it serves

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.

Application Procedure

Interested candidates should complete and submit the Michigan Leadership Institute online application found at www.mileader.com or <http://applitrack.com/mileader/onlineapp>. Completed online applications must be submitted **no later than Friday, April 9, 2021 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.

Anticipated Search Timeline

Application deadline: April 9, 2021, 4:00 p.m.

Selection of Candidates for Interview: April 16, 2021

First Round Interviews: April 20-22, 2021

Second Round Interviews: April 26-27, 2021

Site Visits: Week of May 3, 2021

Candidate Selection by Board of Education: May 12, 2021

Board Action to Hire New Superintendent: Week of May 24, 2021 (tentative)

Start Date: July 1, 2021

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 services of the Michigan Leadership Institute have been secured to assist the Anchor Bay School District Board of Education in the search process and in the screening of candidates. 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 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.

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