

Position Announcement



Superintendent of Schools

**The Board of Education of Brighton Area Schools
is conducting a comprehensive search for its next Superintendent.
The tentative start date for the new Superintendent is October 26, 2020.**

Brighton Area Schools (BAS) is a highly rated public school district located in Brighton, Michigan at the crossroads of I-96 and US-23 and within easy driving distance of Detroit, Ann Arbor, Flint and Lansing. It serves the city of Brighton along with the townships of Brighton, Genoa, Hamburg and Green Oak in Livingston County. Its mission: *We will, together with our community, engage every student in a quality learning experience, empowering each student to become a thoughtful, lifelong learner in an environment of mutual trust and respect.* Its 6,000 students are served in eight schools, including two Michigan Reward Schools: one comprehensive high school and one alternative high school (grades 9-12), one middle school (grades 7-8), one intermediate school (grades 5-6) and four elementary schools (grades JK-4). It also provides a preschool program and a senior center, both housed within the Miller Intergenerational Building. Additionally, Brighton Area Schools operates the largest Shared Services program in the state of Michigan, resulting in 2,400 FTE's comprised of sixty schools in multiple counties.

The District employs 677 staff members, including 323 teachers and 22 administrative staff members. Its student to teacher ratio is 19.5 to one. It has an annual operating budget of \$82.5 million, with a foundation allowance of \$8,111 per pupil and a fund balance projected at nearly \$7.8 million.

The greater Brighton area offers many cultural, recreational and social activities for every interest. Several state and county parks, offering swimming, boating and mountain biking, are located within a few minutes' driving distance, as are more than 50 beautiful lakes, natural wetlands and golf courses. The state's Brighton Recreation Area alone comprises nearly 5,000 acres of woods, meadows and lakes. The City of Brighton boasts a thriving downtown that features numerous unique and popular shops and restaurants.

Points of Pride

- Long-standing and well-earned reputation for academic excellence and achievement
- Unwavering commitment to excellence with high academic standards
- Broad spectrum of curricular, co-curricular and extra-curricular opportunities that meet the needs and interests of every student
- Students are well prepared for post-secondary success
- High quality staff at every level that are caring, compassionate, engaged and committed
- BAS is the focal point of the community, as evidenced by tremendous community support and involvement that is reciprocated by the District
- High level of parent and family support and engagement
- Intimate small town feel with a family atmosphere and strong sense of community
- Safe, secure and structured environment for students at every level
- Strong financial position that continues trending upward
- Top notch, state of the art facilities and technology
- Brighton High School recognized as one of “America’s Best High Schools” by U.S. News & World Report in 2018
- 2019 Robotics team world champions
- Project Unify team ESPN top-5 designation
- \$59 million bond approved by voters in 2019
- Groundbreaking therapy dog program featuring social emotional learning dogs K-12
- Bulldog pride, spirt and tradition that thrives and endures

Required Qualifications

- Central administration experience
- Master’s degree in related field
- Michigan Administrative Certificate or equivalent

Desirable Qualifications

- Previous classroom experience
- Advanced degree preferred
- Broad and diversified experience in education leadership and strategic visioning, budget and finance, curriculum development, personnel management and negotiations.
- Ability to understand, manage, expand, and support the continuation of the Shared Services program at Brighton Area Schools.

Candidate Profile

Brighton Area Schools is in search of a visionary and inspirational leader who:

- Communicates effectively with all stakeholders in an honest, transparent and thoughtful manner
- Is fiscally responsible with a strong financial and business acumen
- Is a highly effective leader with a passion for education who knows how to maximize talent and bring out the best in people
- Is student-centered and focused on meeting the needs of each and every student
- Prioritizes student success over all else
- Leads in a trustworthy manner with honesty, integrity and transparency
- Builds relationships in an accessible, approachable and personable manner and interacts easily and effectively with students, staff and all members of the school community
- Is an active listener that objectively considers all perspectives in decision-making
- Is a collaborative, inclusive leader that engages all members of the school community
- Will build on the solid foundation that exists with a commitment to continuous improvement
- Is progressive, innovative and forward-thinking and stays abreast of educational trends, developments and best practices
- Leads with kindness, caring, compassion and empathy
- Values and supports all employees and treats everyone with respect
- Promotes and values equity, diversity and inclusion
- Is willing to take calculated risks, take a stand and make difficult decisions in the best interests of students and the District
- Will routinely be highly visible, present and actively engaged in the District and community
- Will be fully invested and highly committed to Brighton Area Schools

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 \$175,000-\$195,000.

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, July 31, 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.

Anticipated Search Timeline

Application deadline: July 31, 2020, 4:00 p.m.

Selection of Candidates for Interview: August 3, 2020

First Round Interviews: August 17-20, 2020

Second Round Interviews: September 1 & 2, 2020

Site Visits: Week of September 14, 2020

Candidate Selection by Board of Education: September 23, 2020

Board Action to Hire New Superintendent: October 12, 2020

Start Date: October 26, 2020 (tentative)

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 Brighton Area Schools 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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