

# WATERFORD SCHOOL DISTRICT

PRESENTS A LEADERSHIP OPPORTUNITY FOR

# SUPERINTENDENT OF SCHOOLS



*Inspire* EDUCATE *Empower!*

## Waterford School District

Waterford School District is a comprehensive school district that provides a quality educational experience, meeting the unique needs and interests of all of our students.

Located in central Oakland County, Waterford School District serves four charter townships; Waterford, Independence, White Lake, West Bloomfield and the City of Lake Angelus. The District encompasses 42 square miles and educates nearly 10,000 students.

Enrollment .....	9,724
Foundation Grant Per Pupil .....	\$7,282
Annual Operating Budget .....	\$103,401,287
Projected Fund Balance.....	\$2,203,408
Non-Homestead Levy .....	18 Mills
Debt Retirement .....	7 Mills

## Board of Education

- Robert Petrusha, Jr., President
- Robert Seeterlin, Vice-President
- Heather Halls, Secretary
- Bob Piggott, Treasurer
- John Himmelspach, Trustee
- Joan Sutherland, Trustee
- John Paul Torres, Trustee

## For More Information

[www.waterford.k12.mi.us](http://www.waterford.k12.mi.us)  
[Facebook.com/wsdnews](https://www.facebook.com/wsdnews)  
[Twitter.com/wsdnews](https://twitter.com/wsdnews)



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## ELEMENTARY SCHOOLS

Waterford has nine elementary sites where students benefit from building-wide instruction and enrichment time set aside to meet their specific needs. Students may be part of a traditional classroom, multi-age classroom or a Leader in Me School. Each school offers expertise and experience in the areas of physical education, art, music, technology, Spanish and all-day, every day tuition-free kindergarten.

In addition, Stepanski Early Childhood Center offers high quality early childhood programs and is accredited by the National Association for the Education of Young Children.

## MIDDLE SCHOOLS

The two middle schools in Waterford employ staff and teachers dedicated to making middle school a challenging and rewarding experience. Students benefit from being part of interdisciplinary teams, where teachers from each of the core subject areas share the same group of students in order to better meet their needs and establish relationships at a time of developmental transition for students. Students may receive additional support, assistance, and reinforcement in their core subject areas in lab classes provided for this purpose. Advanced learners have opportunities to earn high school credit while still in middle school.

## HIGH SCHOOLS

Waterford has three high schools – Kettering, Mott, and Durant. Our high schools offer a wide-range of learning opportunities including advance placement and honors courses, performing and visual arts, and career and technical education. The Academic Centers at Kettering and Mott allow students of all ability levels to come together on a daily basis in order to benefit from additional time, support, and assistance from teachers and classmates. High school students may also participate in such off-campus programs as dual enrollment for college credit, the International Academy, and Oakland Technical Campus.



## Points of Pride

- Accelerated learning opportunities with Oakland Community College, Baker College, Ferris State University, University of Northwestern Ohio, and Davenport University
- Elementary Spanish
- Four Leader In Me Schools
- Beaumont Elementary is one of four Lighthouse Schools in Michigan
- International Academy
- Nineteen Advanced Placement courses
- Ninety-two percent of graduating seniors pursue post-secondary education
- NAEYC accredited preschool programs at Stepanski Early Childhood Center
- Graduating seniors earned over \$8.2 million in scholarships
- State and national award-winning performing and visual arts programs
- Kindergarten Schools of Choice
- Strong parent, community, and local business support and involvement
- Zero pay-to-participate fees for athletics
- Ten varsity teams achieved Academic All-State Honors in 2013-2014
- Thirty-two student athletes from the class of 2013 went on to play at the college level
- Waterford Pool and Fitness Centers offer programming to students; over 10,000 members, and over 34,000 drop in visitors each year
- New high school athletic complexes



# SELECTION CRITERIA

The Board of Education has identified the following criteria for selecting its next superintendent:

## Professional Background

- Teaching experience
- Building and central office administrative experience
- Minimum of a master's degree plus administrative certification
- Record of success in previous professional positions
- Strong background in curriculum and instruction
- Ability to positively impact student achievement
- Knowledge and experience in dealing with the needs of a diverse student population

## Vision

- Understands that teaching and learning is the district's primary focus
- Values strategic thinking and planning
- Identifies emerging trends, anticipates their impact, and develops strategies to address them

## Interpersonal Skills

- Inspires trust and motivates people towards a common cause
- Leads by example and encourages others to work hard and enjoy their work
- High levels of responsiveness to stakeholders (follows up and follows through)
- Visible and accessible to staff, parents, and community
- Ability to communicate effectively with all stakeholders in the community
- Recognizes, values and affirms staff members

## Personal Qualities

- Open and honest. Consistent in word, deed and decision making
- Able to build trust
- Skilled listener and articulate communicator
- Relates well with others from diverse backgrounds

## Management and Decision Making

- Ability to develop and direct an effective and collaborative administrative team
- Oversees the budget and manages finances effectively and resourcefully
- A creative problem solver who promotes that in others
- Willing to make difficult decisions



## Salary and Contract Information

The Waterford School District Board of Education will offer a multi-year contract and has established a total compensation range of \$180,000 - \$200,000 per year. The actual salary and fringe benefits will be commensurate with the education and experience of the candidate.

## Application Process

Interested candidates should complete and submit the Michigan Association of School Boards online application at [www.masb.org](http://www.masb.org).

Completed online applications must be submitted no later than 4:00 PM on Monday, April 13, 2015.

## SEARCH TIMELINE

Advertise Vacancy .....	March 20, 2015
Application Deadline.....	April 13, 2015
Finalists Selected.....	April 16, 2015
Candidate Interviews .....	April 21-23, 2015
Final Interviews .....	May 6, 2015
Optional Site Visit to Candidate's District .....	Week of May 11, 2015
Selection of Superintendent .....	May 14, 2015
Superintendent's Start Date .....	July 1, 2015

All questions regarding the search should be directed to Marlene Davis, Executive Search Services.

Phone: (734) 748-0364

Email: [mdavisllc@gmail.com](mailto:mdavisllc@gmail.com)



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