

Position Announcement

Superintendent of Schools



**The Board of Education of Oxford Community Schools
is conducting a comprehensive search for its next Superintendent.
The anticipated start date for the new Superintendent is February 21, 2021.**

Oxford Community Schools is located in the rolling hills of northern Oakland County, reaching into five townships and two villages. It is one of the largest school districts, geographically, in southeastern lower Michigan.

The District sits on the M-24 travel corridor, just nine miles north of I-75 and 13 miles south of I-69. Oxford is an ideal destination for the Detroit commuter, offering a small-town feel within the metro Detroit area.

Oxford Community Schools' 6,845 students are educated in one early learning center, five elementary schools, one middle school, one high school that includes an early college pathway, two alternative schools, and one virtual academy. The District employs 758 staff members, including 401 teachers and 30 administrative staff members. It has an annual operating budget of \$76.7 million, with a foundation allowance of \$8,700 per pupil and a fund balance projected at \$11.4 million.

Oxford Community Schools is a Pre-K through 12th grade IB authorized school district and has a strong foundation of diverse student-centered learning pathways. It offers robust CTE programming, one-to-one technology, world language instruction beginning in pre-K, District-wide orchestra programming, and 31 different sports.

District Vision

To create a world-class education today to shape tomorrow's leaders

District Mission

To provide an education that challenges all students to achieve their maximum potential in academics, arts and athletics and prepares them to succeed in a global society

District Values

Trust
Integrity
Commitment
Collaboration
Honesty
Accountability

Portrait of a Graduate Characteristics

Inquirers
Knowledgeable
Thinkers
Communicators
Principled
Open-Minded
Caring
Risk-Takers
Balanced
Reflective

Points of Pride

- Student-centered District where students always come first
- Academic excellence with high standards and expectations
- Visionary, forward-thinking and innovative
- Large district in a growing community that offers a lot while maintaining a small town feel
- Wide variety of curricular, co-curricular and extra-curricular opportunities that meet the needs and interests of all students
- Aligned, well-rounded, diverse and rigorous curriculum, including preK-12 International Baccalaureate, CTE programs, and well-established early college and virtual programs
- Technology is available, accessible, and up to date, including one-to-one student computers
- Caring, dedicated, hard-working and talented staff that goes the extra mile for students
- Mutually supportive and collaborative relationship between the District and the community
- Strong sense of community
- Frequent and transparent communication from the District to all of its stakeholders
- Strong building and District leadership
- Collaborative and harmonious relationship between staff and administration
- Balanced priorities
- Fiscal strength & creativity
- Outstanding facilities that are up to date, clean and well maintained
- Positive mindset; open to possibilities, new ideas and perspectives
- “Whatever it takes” mindset and approach

Qualifications

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

Candidate Profile

Oxford Community Schools is in search of a proven, highly successful and inspirational leader who:

- Is student-centered; advocates for students and keeps their best interests at the forefront of all decisions
- Is open-minded, objective and unbiased; seeks and considers the various perspectives of students, staff members and community members in decision-making
- Is knowledgeable regarding all aspects of education and school district leadership
- Has exceptionally strong communication skills, including verbal, written and listening skills
- Values staff - supporting them, empowering them, developing them, and providing them with what they need to be successful
- Has the courage of his/her convictions; makes and stands by strategic decisions based on research, data, best practices and what's best for students as well as the District and community as a whole, even if they run counter to a vocal minority and/or external pressure
- Is visionary and innovative with a mindset of continuous growth and improvement
- Regularly and effectively communicates with all members of the school community
- Is highly accessible and approachable
- Has impeccable integrity; genuine, honest, transparent, fair and balanced
- Is kind, caring, compassionate, understanding and empathetic
- Provides a safe learning environment for students & staff
- Works collegially and collaboratively with all members of the school community
- Is an instructional leader with a high level of expertise
- Supports the social/emotional learning and well-being of students and staff
- Is present and visible in schools, at events, and throughout the District and community
- Is community-minded; actively involved and invested in the community
- Is personable and engaging; able to connect and build relationships with all members of the school community

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 \$190,000-\$206,000.

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 Monday, December 13, 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: December 13, 2021, 4:00 p.m.

Selection of Candidates for Interview: December 15, 2021

First Round Interviews: January 3-5, 2022

Selection of Finalists: January 7, 2022

Second Round Interviews: January 10 & 14, 2022

Site Visits: Week of January 17, 2022

Candidate Selection by Board of Education: January 25, 2022

Board Action to Hire New Superintendent: February 8, 2022 (tentative)

Start Date: February 21, 2022 (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 Oxford Community 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.

Board of Education

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