

Position Announcement



Superintendent of Schools

**The Board of Education of Bloomfield Hills Schools
is conducting a comprehensive search for its next Superintendent.
The new Superintendent is expected to start in July of 2024.**

Bloomfield Hills Schools is a premiere public-school district in Oakland County, within the Metropolitan Detroit area of southeast Michigan. The District serves a diverse population of students from the city of Bloomfield Hills, Bloomfield Township, and small portions of Troy, Orchard Lake Village and West Bloomfield Township. It has an outstanding reputation and is ranked as one of the top public-school districts in the state as well as nationally.

Most of Bloomfield Hills Schools' 5,115 students are educated in one senior high school, two middle schools and four elementary schools. Educational services are also provided by Bowers Academy (an alternative high school), International Academy (a consortium IB high school), three special education center programs and an early childhood program (three locations). The District employs 1,023 staff members, including 453 teachers and 74 administrative staff members. It has an annual operating budget of \$110 million, with a foundation allowance of \$13,443 per pupil, and a fund balance projected at \$21.5 million.

Students in Bloomfield Hills Schools are supported in an environment that promotes personal learning, critical thinking and creativity. Learners are connected to the world outside the classroom and engage in meaningful work that drives passion, risk-taking, and a deep sense of student ownership.

Bloomfield Hills Schools believes opportunities create possibilities. As part of its enduring commitment to creating opportunities for its students, they are encouraged to explore a variety of unique experiences, hands-on activities, and a diverse set of course offerings. The District is dedicated to giving children more and helping them develop individual excellence on the pathway toward achieving personal goals. As a direct result of these efforts, approximately 90% of graduating seniors are accepted into their first college of choice.

Some of the many unique opportunities offered by Bloomfield Hills Schools include the following:

- The Bowers School Farm, a 96-acre working farm that provides real-world experiences for students in partnership with Michigan State University.
- The Nature Center, a 40-acre site offering a plethora of outdoor exploration programs.
- Model Center, a program for 10th – 12th grade students who wish to actively participate in the formation of their classroom experience.
- Visible Thinking, a program out of Harvard that engages students in in-depth thinking, deepens subject matter learning, and provides a means for extensive student interaction.
- International Baccalaureate, a pre-K-12th grade program that helps students develop academically, socially, emotionally and culturally as they grow to become citizens of the world.

The vision of Bloomfield Hills Schools is to “...empower every student to achieve their goals through a system that is inclusive and equitable for all.” Its mission is to “...prepare all students to be lifelong learners and engaged citizens in a safe and supportive environment that is equitable and inclusive. Led by high expectations, Bloomfield Hills Schools students discover and pursue their unique potential.”

Additional Points of Pride

- Students are engaged, motivated, involved, high performing, resilient and value learning
- Educators/staff members are talented, highly skilled, knowledgeable, passionate, dedicated and care deeply about the students
- Wide range of curricular, co-curricular and extra-curricular opportunities that meet the needs and interests of all students, including 128 clubs and co-curricular activities
- Diversity of students and the community; 64 different languages spoken by students
- Invested, supportive and involved parents, families and community
- History of academic excellence
- Financially strong and resource rich
- New and improved facilities throughout the District
- International Baccalaureate and Advanced Placement programming
- Exceptional fine and performing arts and athletics programs
- High standards and expectations
- Dynamic and rigorous curriculum
- Safe and secure learning environments
- Technology access, integration, training and support
- Students from the Class of 2022 awarded more than \$5 million in scholarships
- Well-earned reputation as a destination district

Qualifications

- Educational administration experience; central administration experience preferred
- Master’s degree in related field; 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 preferred
- Alternative qualifications as deemed acceptable by the Board of Education

Candidate Profile

Bloomfield Hills Schools is in search of a proven, highly successful and inspirational leader who:

- Is student-centered, always putting kids first
- Is an instructional expert and leader that employs best practices and drives an unfailing commitment to educational excellence
- Has the courage of his/her convictions; willing and able to make difficult decisions, in the face of vocal opposition and/or political pressure, based on research, best practices and what is in the best interests of students
- Is a skilled and effective communicator (articulate, clear, concise, consistent, transparent) with outstanding listening skills
- Is personable, approachable and accessible; engages regularly with all stakeholders
- Supports, values and empowers staff members, trusting their judgment and expertise
- Is culturally competent and committed to diversity, equity and inclusion
- Is kind, caring, compassionate and empathetic
- Is honest, genuine, ethical and principled, with unimpeachable integrity
- Is visionary; able to articulate and champion a shared vision for BHS
- Will be highly visible, present and involved throughout the District and community
- Holds self and others accountable to high standards and expectations
- Understands and appreciates the unique nature and complexities of BHS and the community
- Is mission-driven, action-oriented and decisive
- Will be a unifying presence; able to bridge differences, bring people together, build consensus and create a cohesive team atmosphere
- Seeks out and considers multiple perspectives of various stakeholders in decision-making
- Skilled at problem-solving and conflict resolution
- Is progressive, innovative and forward-thinking
- Is objective, open-minded and unbiased
- Is able to work collaboratively and productively with the Board of Education

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 \$275,000-\$300,000.

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, March 18, 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 Tim Stein, at (810) 240-6221 or tsteinmli@geneseeisd.org

Anticipated Search Timeline

Application deadline: March 18, 2024, 4:00 p.m.

Selection of Candidates for Interview: April 3, 2024, 6:00 p.m.

First Round Interviews: April 16 - 18, 2024, 6:00 p.m.

Selection of Finalists: April 23, 2024, 7:30 p.m.

Second Round Interviews: May 1 - 2, 2024, 6:00 p.m.

Candidate Work Site Visits: Tentatively May 6 - 8, 2024

Candidate Selection by Board of Education: May 9, 2024, 6:00 p.m.

Board Action to Hire New Superintendent: May 23, 2024, 7:30 p.m.

Start Date: Week of July 1, 2024 (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 Bloomfield Hills 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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Bloomfield Hills Schools is an Equal Opportunity Employer