



LAWTON COMMUNITY SCHOOLS

SUPERINTENDENT VACANCY

Our District

Lawton Community Schools is a rural school district located in eastern Van Buren County. We strive to offer, "Education Beyond Expectations" by providing big district opportunities with small district attention and relationships. It is this culture of serving all students that has attracted new families to our district. Nearly 20% of our students are non-residents, the most in Van Buren County, which speaks to the strong and growing appeal of the district.

Lawton consists of three school buildings, K-5 elementary, 6-8 middle school, 9-12 high school, which includes an alternative high school. Our buildings and grounds are well maintained with the middle and high schools built in 2004 and an elementary renovation that will conclude in the spring of 2021.

Lawton is among the leaders in the county utilizing the world-class Van Buren Technology Center to enhance the educational experience of our students. VB Tech programs provide students with both immediate career entry options and specific college program preparation.

As a member of the Southwestern Athletic Conference, we currently offer fifteen varsity sports, as well as a number of sub-varsity sports. We are proud to provide these athletic options to all students with no "pay to play" participation fees. Our many arts and student interest programs aim to provide all students with opportunities.

Alumni of the Lawton Community Schools have gone on to accomplish great things including careers in medicine, science, law enforcement, government, military, education, engineering, and many more. Just as important, we emphasize the importance of our students being engaged citizens. Character is an important piece of our educational mission.

Our Community

The Village of Lawton is an energetic community surrounded by beautiful vineyards that provide a variety of grapes for the juice, jelly, and wine making industries. The community has been very supportive of the school district and recently supported a school bond issue with a significant majority. Located just a short drive from Kalamazoo, Lawton is well known for our food processing plants and outstanding restaurants. A highly motivated Downtown Development Authority actively seeks to make our community a more vibrant, family friendly place. Those looking to relocate are encouraged to visit our community and our schools. We believe that you too will notice what we already know - Lawton is a great place to live and raise children!

Points of Pride

Rigorous, relevant curriculum
K-12 STEM programs
Emphasis on dual enrollment and Advanced Placement courses at high school level
Numerous high-achieving clubs, teams, and organizations
Onsite daycare and preschool programs
A district champion Robotics team
1:1 Technology for grades 1-12
Multi-Tiered Systems of Support in all buildings
Safe, secure, well-maintained facilities
Caring, dedicated teachers, staff, and administrators
Award winning Board of Education

District Demographics

K-12 Enrollment: 986
Instructional Staff: 59
Support Staff: 47
Administrators: 11
Foundation Grant: \$8,111
VBISD Special Education Enhancement Millage: \$163,926
Debt Retirement Millage: 9.6 mils
Annual General Fund Expenditures: \$9,508,809 (audited FY 20)
Audited 2020 General Fund Balance: \$2,709,856 (audited FY 20)

Selection Criteria:

Michigan Administrative Certificate or equivalent
Minimum of a Master's Degree in Educational Leadership/Curriculum, or equivalent
Minimum of three years successful experience building principal or central office experience

The Lawton Board of Education has determined that the following criteria are those which are the most highly sought in a new superintendent:

- ✓ Exemplifies the highest level of personal and professional ethics, personal integrity and trust

- ✓ A visionary leader with the ability to engage all stakeholders in the pursuit of a clear vision for the district that focuses on student achievement, communication and use of district resources
- ✓ Leadership experience in a traditional public school setting that reflects a record of success in positions of increasing responsibility and that includes: three years of building principal/central office experience, at a minimum; however, non-traditional candidates with proper credentials and background may be considered
- ✓ A school leader who is approachable, treats everyone with respect and dignity and who is open to ideas and suggestions from a variety of sources within the school community
- ✓ A community member who embraces the values of a small community and will immerse themselves into the community
- ✓ Demonstrates effective communications skills (writing, public speaking and listening); and excellent interpersonal and public relations skills
- ✓ Dedication to education excellence and the success of all students
- ✓ A school leader who understands student growth and the impact it has on facilities, finance and staffing
- ✓ Demonstrated knowledge of and experience with effective curriculum, instruction, professional development, assessment and best practices to improve teaching and student achievement
- ✓ A commitment to a philosophy of continuous improvement through collaboration and research
- ✓ Demonstrated knowledge of and experience in public school finance and fiscal management
- ✓ Knowledge of facility maintenance and operations including support services, facility studies, improvements, bonding opportunities, facility utilization
- ✓ Demonstrated success in human resource management, including collective bargaining, contract administration and employment practices
- ✓ An individual who sets high expectations for self and others; holds staff at all levels accountable; and who accepts responsibility for results
- ✓ An individual who has demonstrated a solid working relationship with staff while experiencing challenging external factors affecting public education.
- ✓ Demonstrated track record of direct involvement and knowledge of politics of public education at the local, intermediate, state and federal levels
- ✓ Demonstrated ability to be visible throughout the district and actively engaged with the school and community activities
- ✓ Proven leadership ability with skills in implementing change, collaboration, successful systems, creative problem solving, intelligent risk taking and team building

Salary and Contract Information

The Board will offer a regionally competitive comprehensive, multi-year contract with a salary commensurate with experience.

Application Procedure

Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at www.mileader.com or <http://www.applitrack.com/mileader/onlineapp>

Completed on-line applications must be submitted no later than 4:00 PM on Friday, March 5, 2021.

No "hard copy", fax or emailed copies accepted. All materials will be treated confidentially through the screening process only upon the written request of the candidate.

All questions regarding the search should be submitted to David Killips, Regional President, Michigan Leadership Institute, 734-320-6572, dkillips@gmail.com.

Search Timeline

Application deadline – 4:00 PM, Friday, March 5, 2021

Selection of candidates for first interviews – March 8, 2021

First Round of Public Interviews – March 13, 2021

Second Round of Public Interviews – March 20, 2021

Site or in-district visit - To be determined

Start date – July 1, 2021

The Board may make exceptions to this profile, process and/or timeline to ensure selection of the best possible candidate. The services of Michigan Leadership Institute have been secured to assist the Board in the search process and in the screening of candidates. The Board of Education will make all decisions with respect to process, evaluation of candidates, and appointment of the successful candidate.

Applicants are advised not to make direct contact with any member of the Board of Education

Board of Education

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Lawton Community Schools is an equal opportunity employer.