



Hudsonville Public Schools is seeking a superintendent to succeed Dr. Nicholas Ceglarek, who has served the District for eight years. The Board of Education is being assisted in the search by the Michigan Association of School Boards (MASB).

This is a remarkable opportunity to lead an award-winning school district with enrollment of nearly 6,600 students and more than 1,000 staff members. The mission of Hudsonville Public Schools is to educate, challenge, and inspire all learners to become contributing, responsible members of a global society.

Located in Ottawa County, Hudsonville is the second largest district in Ottawa Area ISD with an Early Childhood Center, eight elementary schools, two middle schools, a freshman campus and Hudsonville High School. The District is unique in that it is large enough to offer a comprehensive academic program and a wide variety of extracurricular activities, while still small enough to provide individual attention and support for students. Noteworthy distinctions include:

- Hudsonville has a 96% graduation rate with 83% of students entering the university setting (either 2 or 4-year institutions)
- U.S. Department of Education National Blue Ribbon Schools
- All Hudsonville Elementary and Middle Schools have been identified as previous MDE Reward Schools
- Hudsonville High School, for three consecutive years, has been identified as one of The Most Challenging High Schools by the *Washington Post* and is a previous *U.S. News and World Report* Top High School nationally
- Two Michigan Schools to Watch™ Middle Schools (Baldwin Middle School and Riley Middle School)
- 88% of students surveyed in 2017 reported that they were involved in an extra-curricular activity

Board of Education

Kenneth Hall, President

Mark Davis, Vice President

Dawn L. Sneden, Secretary

Larry J. Kapenga, Assistant Secretary/Treasurer

Steve Bowerman, Treasurer

Chad Tuttle, Trustee

Michael Ostrander, Trustee

Salary and Contract Information

The Board will offer a comprehensive, multi-year contract. Compensation will be commensurate with experience of the successful candidate and requirements of the position.

Search Timeline

Action	Date
Application deadline	February 16, 2018
Selection of candidates to interview	February 26, 2018
First round interviews	March 5/6, 2018
Final interviews	March 12, 13 and/or 15, 2018
Possible Site Visit to Candidate(s) District	TBD
Possible Board Decision Date	March 26, 2018
Alternate Board Decision Date	April 12, 2018
Start date	July 1, 2018

Application Procedure

Qualified candidates should complete and submit an online application found at <http://www.masb.org/education-careers.aspx>

No "hard copy," fax or emailed copies accepted. IF requested by the candidate, materials will be treated confidentially through the screening process. Candidate names will become public at the time an interview is scheduled.

Questions regarding the search may be directed to Denny Patzer, Consultant, Michigan Association of School Boards, at 269.207.7220 or dpatzer@charter.net or Donna Oser, Director, Executive Search Services at 517.420.7637 or doser@masb.org.

Superintendent Search Timeline

Hudsonville Public Schools

Meeting/Workshop/Activity	Date/Time
<p>Stakeholder Input Meetings</p> <ul style="list-style-type: none"> Teaching staff (secondary) Teaching staff (elementary) Parents & Community (evening) 	<p>Monday, January 8, 2018 3:00PM 4:15PM 6:30PM</p>
<ul style="list-style-type: none"> Administrative Team Parents and Community Private School Partners 	<p>Thursday, January 11, 2018 9:00AM 2:00PM 4:00PM</p>
<ul style="list-style-type: none"> Leadership Class (at HS) Community Leaders Support Staff HEA Leaders 	<p>Monday, January 15, 2018 7:50AM 2:00PM 4:00PM 4:45PM</p>
<p>Board Work Session: Recruitment (60 minutes)</p> <ul style="list-style-type: none"> Report Stakeholder Input Develop Selection Criteria Establish Salary Range 	<p>January 22, 2018 6:00PM</p>
<p>Application Deadline</p>	<p>February 16, 2018</p>
<p>Board Work Session: Interview Prep (90 minutes)</p> <ul style="list-style-type: none"> Develop Interview Questions Prepare for Interviews Select Candidates for Interviews 	<p>February 26, 2018 6:00PM</p>
<p>First Round Interviews (4-6 interviews lasting 50 minutes each with additional time for breaks and debrief)</p>	<p>March 5 & 6, 2018 4:30PM at Fresh. Campus Media Center *Finalists will be determined at end of the interviews on the 6th.</p>
<p>Final Interviews (2 finalists interviewing for 75 minutes each)</p>	<p>March 12, 13 and/or 15, 2018</p>
<p>Possible Site Visit to Candidate(s) District</p>	<p>TBD</p>
<p>Possible Board Decision Date</p>	<p>March 26, 2018 Meeting 5:30PM</p>
<p>Alternate Board Decision Date</p>	<p>April 12, 2018</p>
<p>Superintendent on Site</p>	<p>July 1, 2018</p>



HUDSONVILLE PUBLIC SCHOOLS

Superintendent Selection Criteria

Hudsonville Public Schools is seeking a highly capable, relational leader who will build upon the collaborative partnerships formed within the school district and community. The board of education has identified the following selection criteria for the next leader of this fast growing, high performing district:

Vision

- Inspires others with a shared vision for the future
- Respects and builds upon the caring, welcoming culture and exemplary reputation of the district
- Demonstrates the ability to maintain and enhance partnerships with local government, business and faith-based organizations in the community
- Develops effective strategies to manage a fast-growing student population and maintain high levels of student achievement
- Fosters positive relationships with the parochial school community

Interpersonal

- Exhibits the highest levels of honesty and integrity; engenders the trust of others
- Is visible, approachable and transparent
- Is a skilled listener and excellent communicator who responds and follows through
- A strong relationship builder - treats others with empathy and respect
- Embraces the positive culture, values and beliefs of Hudsonville Public Schools and community
- Engages with and is inclusive of all levels of district staff

Management & Decision Making

- Leads with humility – sharing positive recognition with others while taking responsibility for areas in need of improvement
- Promotes collaborative leadership with staff, community and board
- Effectively manages the budget and school resources
- Skilled at developing and leading high-performing management teams
- Identifies future educational trends, anticipates impact and proactively seeks collaborative solutions
- Encourages the use of technology – in leadership and instruction – as a means not an end

Professional Background

- Master's plus Administrative Certificate
- Classroom teaching and Administrative experience required
- Superintendent experience highly preferred; minimum expectation of central office experience
- Successful experience in school bond campaigns, short and long term facility planning/construction

** The candidate ultimately selected is expected to become a part of the fabric of the community – this includes relocating, if necessary – to reside within 20 miles of the perimeter of the school district.**