



BENTON HARBOR AREA SCHOOLS

870 Colfax Avenue, Benton Harbor, MI 49022

Superintendent Search

Deadline to Apply:
Tuesday, May 20, 2025



Our District

Benton Harbor Area Schools, originally founded in 1872, is a PreK-12 public school district in Benton Harbor, Michigan, with approximately 1,448 students across six schools, including a PreK-Kindergarten center, two elementary schools, a middle school, a high school, and an alternative education program. BHAS students participate in diverse programs and learning opportunities that are supported by teachers, families, community members, nonprofit organizations, local businesses and higher education institutions.

Our City

Benton Harbor, located in the southwest corner of Michigan in Berrien County, overlooks Lake Michigan and offers abundant opportunities for recreation, business, and affordable living. The area boasts a diverse economy supported by manufacturing, agriculture, tourism, and service industries, with easy access via major highways, airports, rail, and commercial ports. Revitalization has brought unique restaurants, shops, and galleries to the city. Benton Harbor features a beautifully developed St. Joseph River waterfront and miles of Lake Michigan shoreline, perfect for fishing, boating, or relaxing.

Mission

The mission of Benton Harbor Area Schools is to educate, guide, and inspire students by developing their skills and knowledge to be globally competitive.

Job Requirements

- Minimum Masters in Education, Preferred Doctorate.
- Have 5 years of successful classroom experience.
- The candidate must have or be qualified to obtain superintendent credentials as required by the State of Michigan.

For more information visit the Michigan Department of Education website at:
www.michigan.gov

Benton Harbor Area Schools is committed to be the best in academics, athletics, and the arts.



📞 (269) 605-1000

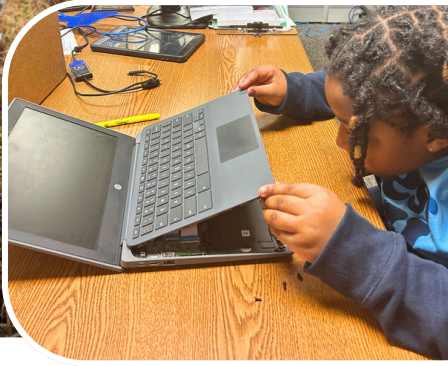
✉ info@bhas.org

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Benton Harbor Area Schools Seeks a Superintendent Who:

- Is prepared and committed to lead Benton Harbor Area Schools through a successful turnaround process, given the district's challenges.
- Possesses excellent people skills, presents a positive image of the district and will listen to input and make a decision when necessary.
- Possesses the leadership skills required to respond to the opportunities and challenges presented by an ethnically and culturally diverse community, recognizing the importance of racial equity.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is a strong communicator; speaking, listening, and writing.
- Has experience recruiting and maintaining exceptional staff for the district and schools.
- Demonstrates a vision to recruit certified teachers and instructional staff.
- Is strongly committed to a "student first" philosophy in all decisions.
- Demonstrates a vision to increase student enrollment and retain students.
- Has work experience in a similar district.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing gaps in student achievement.
- Promotes a positive and professional environment for the district employees and Board.
- Is able to build consensus and commitment among individuals and groups with emphasis on parental involvement.
- Is capable of developing both short and long-range district goals.
- Demonstrates a deep understanding of special education that meets the individual needs of each student.
- Demonstrates a minimum of 5 years successful classroom experience.



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How to Apply & What We Offer

Where To Apply

Apply online at <https://bit.ly/4IU9Di5>

Applications will be received until
May 20, 2025, or until filled.

For more information, please
contact Dr. Connie Collins
(constancecollins@hyasearch.com)
or Dr. Ken Arndt
(kenarndt@hyasearch.com)
or Mr. Vahn Phayprasert
(vahnphay@hyasearch.com).



Salary & Benefits

The base salary will be \$150,000 with an opportunity for mutually agreed upon incentives as determined at the completion of the initial contract plus an excellent benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting School Board criteria.



Deadline & Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the School Board. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the semifinalists will be presented to the Benton Harbor Area Schools School Board for its consideration. Selection of candidates for interviews is the sole responsibility of the Board. Candidates selected for interviews in Benton Harbor should expect that their names and resumes will become public information. Board members may elect to visit the communities of finalists for the position of Superintendent. Persons wishing to be considered for the position should submit an application online.

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