



## **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.

**Education/ Requirements:** Earned Ed.D, PH.D degree; minimum of a Masters in Education/ Educational Leadership. The candidate must have or be qualified to obtain superintendent credentials as required by the State of Michigan. For more information contact the Michigan Department of Education website at [www.michigan.gov](http://www.michigan.gov).

**Salary:** The salary will be \$150,000 base with an opportunity for mutually agreed upon incentives, such as but not limited to increasing student enrollment and achievement, as determined at the completion of the initial contract plus an excellent benefit package.