

Position Announcement

Superintendent of Schools



Calhoun Intermediate School District Marshall, Michigan

About Calhoun County

The Calhoun Intermediate School District Gifford/Schultz Service Center is located in Marshall at the intersection of two interstate highways, I-94 and I-69. Local and nearby attractions for recreational sports, as well as cultural, ethnic, historical, and holiday festivals, provide numerous opportunities for individuals and families. Quality public and private educational facilities are located throughout the county and within a short driving distance. Calhoun County residents have access to high-quality healthcare at local hospitals in Marshall and Battle Creek. In addition to local attractions and opportunities, Calhoun County sits conveniently between Chicago to the west, Detroit to the east, Lansing to the north, and Fort Wayne to the south for additional cultural, educational, and recreational opportunities.

About the Calhoun Intermediate School District

The Calhoun Intermediate School District (CISD) is a regional education service agency that provides cooperative and coordinated educational services and leadership to 12 constituent districts and five public school academies. The service area for CISD encompasses approximately 800 square miles. There are approximately 430 employees at the Gifford/Schultz Educational Service Center building and off-site locations, including the Doris Klaussen Developmental Center, the Calhoun Area Career Center located in Battle Creek, and the Calhoun County Youth Center in Marshall. In addition, CISD is preparing to open a new Adult Transition Program (ATP) House in Battle Creek this year.

The CISD has long-standing collaborative partnerships with the intermediate school districts of Barry and Branch counties. In addition, the CISD serves as the legislative agent in Lansing for six intermediate school districts and has legislative partnerships with four additional intermediate school districts.

To increase student opportunities in higher education, CISD maintains close partnerships with Albion College, Kellogg Community College, Olivet University, Michigan State University, and Western Michigan University. The CISD also coordinates its services with regional health and human service agencies, city, township, county government, chambers of commerce, and other business groups and corporations.

The Calhoun Intermediate School District is recognized as a leader and partner in local and regional programming and services in instruction, technology and data services, legislation and education policy, special education, career and technical education, and administrative services. The CISD also has a long-standing working relationship with the Michigan Department of Education (MDE) to provide technical assistance through a statewide field team, which is part of the CISD operations.

The CISD consists of eight major divisions that work with local and state educational entities, community and business organizations as well as governmental agencies to carry out the mission and focus of the entire organization:

Regional Instructional Services (DRIS) is a resource for collaborative and shared services with local districts in the areas of curriculum, instruction and assessment. The goal of this Division is to assist local districts in improving student performance. This Division has developed a number of professional learning opportunities to help teachers improve their content knowledge and instructional skills. DRIS provides coaching support to implement best practices, as well as support to districts in changes to state programs and requirements.

Career & Technical Education (CTE) provides service and support in the areas of career and technical education, career development, and support for counselors. This division also provides regional support for CTE and serves as the fiscal agent and support for CTE Region 21/CEPD 36 comprised of Barry, Branch, and Calhoun Counties.

Early Childhood Services (ECS) provides support and services to children (prenatal to age 5) and their families in an effort to ensure social and school readiness for children residing in the CISD service area. All salaries, benefits, purchased services, supplies, and other program materials are completely grant-funded.

Regional Technology & Data Services (CDOT) leads a consortium of 12 school districts and two intermediate school districts by providing leadership and support for administrative technology service software, including student data management, payroll, human resources, and financial services. All school districts in Calhoun and Branch counties are connected via a fiber network and receive Internet access from CISD.

Special Education (SPED) provides a continuum of special education services and support to over 4,000 students from birth to 26 years old within the CISD service area. In addition, our staff provides training to area special educators.

Legislation & Education Policy (LEP) monitors governmental activity that has the potential to impact education. Legislative and administrative services offered include regular communication with area legislators and department officials, school elections, collaboration with school board members, school law, pupil accounting and compilation of statistical data, mandated state reporting, pupil transportation, school truancy, and home school registration.

Finance & Operations provides financial, budgeting, and operation services to the CISD Board of Education for all programs and services operated by the CISD. The CISD budget totals over \$111 million, which is comprised of six separate funds: General Operating, Special Education, Vocational (CTE), Technology, Food Service, and Student Activities. In addition, the department provides financial/accounting services to several local districts on a contracted basis.

Human Resources provides a full range of employment-related services to assist the CISD Board of Education in determining the district's staffing needs and recruiting, selecting, orienting, and training staff.

District Data:

County-wide enrollment	21,107
Cabinet-level staff	8
Supervisors/directors	18
Professional staff	91
Teachers/itinerant staff	155
Administrative support staff	60
Instructional support staff	85
Contracted Itinerant Staff	26
Other	8
Number of buildings	4
Annual operating budget	\$111.4 million
Fund balance	\$52.2 million
Taxable value	\$4,624,034,572
Total levy	6.1946
General operating levy	.2513
Vocational education levy	1.4508
Special education levy	4.4925

To learn more about CISD, visit the district website www.calhounisd.org.

Selection Criteria

- ✓ Minimum of a Master's degree
- ✓ Michigan Administrative Certification or equivalent; Superintendent or ESD/ISD/RESA experience preferred
- ✓ A leader with high moral and ethical character; impeccable integrity and trustworthiness
- ✓ A visionary and innovative leader with a proven track record of engaging others, working collaboratively, and building coalitions to achieve the vision and values of CISD, inclusive of creating and maintaining purposeful partnerships with local and statewide service agencies and associations
- ✓ A leader with strong, proactive communication skills, including listening and presentation skills, with the ability to forge consensus through our diverse communities
- ✓ A highly visible leader with demonstrated abilities of being personable and accessible, values everyone in the educational process and understands the importance of building and sustaining relationships
- ✓ An open-minded, approachable leader with strong interpersonal skills
- ✓ A leader who has the ability to delegate, support, coach and promote a highly talented work force
- ✓ A courageous decision-maker with the ability to implement change, develop successful systems, be a creative problem-solver, understands intelligent risk taking and team building
- ✓ A leader who understands and promotes the power of regional collaboration while working with local districts and other ISD's for equitable, high-quality teaching and learning, increased student achievement and career readiness
- ✓ A leader who demonstrates a strong commitment to diversity and inclusion as they work with our ethnically, racially, socially, and financially diverse populations
- ✓ A leader who has strong political and public relations skills with high visibility and is able to articulate issues and advocate for public education on public policy issues
- ✓ A leader who fully understands the mission and role of the CISD and has a desire to seek ways in which services and programs for all students can be enhanced and improved
- ✓ An educational leader who embraces and practices a growth mindset while promoting a culture of continuous improvement

Salary and Contract Information

The CISD will offer a competitive comprehensive, multi-year contract commensurate with background and experience.

Search Timeline

Application deadline	Friday, January 31, 2025, at 4:00 pm
Candidate selection for interviews	February 12, 2025
Initial interviews	February 24, 25, 26, 2025
Second interviews	March 5, 2025
Site visits	To be determined
Start date	July 1, 2025

CISD Board of Education

Jean Goodrich, President
Eric Greene, Vice President
Catherine Yates, Secretary

Kenneth Ponds, Treasurer
Richard Lindsey, Trustee

Applicants should not contact Board Members.

All inquiries should be through:
Dave Killips, MLI Regional President
dkkillips@gmail.com or 734-320-6572

Calhoun Intermediate School District is an equal opportunity employer.