



The Almont Community Schools Board of Education is seeking a superintendent who will work collaboratively with the Board of Education, staff, families, and community to provide situational leadership while implementing student-centered programming and embracing the district's strategic plan that supports student growth and strengthens relationships throughout the community.

VISION & LEADERSHIP PHILOSOPHY

Champions the district strategic plan to create a tangible plan for attaining the District's vision and creates the appropriate processes and environment to empower others to work toward that shared vision. Demonstrates the ability to think outside the box to develop data-driven creative solutions to complicated problems while being adaptable to different situations and needs.

QUALIFICATIONS

- Master's Degree plus Administrative Certification
- K-12 classroom teaching experience
- Building-level administrative experience
- Previous superintendent experience preferred
- Strong fiscal and operational responsibility, including budget management and bond experience
- Proven track record with curriculum development and evaluation
- Experience with contract negotiation, labor relations, and human resource management
- Experience with facilities management

ESSENTIAL COMPETENCIES

- **Budget & Financial Management** – Strong knowledge of school financial matters with proven ability to develop, manage and communicate complex budgets and bond/millage initiatives
- **Curriculum & Student Achievement** – Deep understanding of curriculum development with a proven track record of raising student achievement through a student-first approach and responsiveness to diverse learning needs
- **Communication & Community Relations** – Exceptional communication skills across all formats; demonstrates transparency, accessibility, and responsiveness with the School Board, staff, parents, students, and broader community. Consistently follows up and follows through on commitments
- **Team Development & Human Resources** – Proven ability to develop and direct effective management teams; recognizes, values, and affirms staff members; fosters professional development

PERSONAL CHARACTERISTICS

- Honest, ethical and transparent in all professional conduct
- Strong communicator and active listener who is approachable and accessible
- Problem solver with a resourceful, goal-oriented attitude
- Personable, approachable, kind, and empathetic while building strong relationships
- Tenacious, resilient, and collaborative with the ability to work effectively with varied groups
- Visionary in planning for the district's future while remaining flexible and adaptable

The successful candidate will be ready to bring their perspectives and innovative approaches while honoring the district's commitment to student-centered education and the ongoing strategic planning that the district prioritizes.