

Pickford Public Schools



Superintendent of Schools Position Announcement

The Board of Education of Pickford Public Schools is conducting a comprehensive search for its next Superintendent. Pickford is a hidden gem that offers a blend of natural beauty, rich history and small-town charm. The community is surrounded by rivers and forest and is near the shores of Lake Huron, the Straits of Mackinaw, and the shores of Lake Michigan. Opportunities abound for hunting, fishing, swimming, hiking, biking, cross-country skiing, and snowshoeing on a multitude of trails that are networked throughout the region. The greater area offers a diverse range of activities and attractions helping make it a great place to live, work and play.

The Pickford Public Schools, like the community, provide a warm and welcoming environment. They proudly serve as a community partner and hub for many different activities. They have a solid history of providing a well-rounded education including many different extracurricular and athletic opportunities for their students. The overall school community has been actively involved and has traditionally offered strong levels of support.

District Points of Pride

- Small, close-knit district and community with a family atmosphere and a deep sense of tradition
- Solid level of community pride, involvement and support
- Students come first
- Staff are attentive, dedicated, loyal and hardworking
- Small class sizes
- Award winning Social Emotional Learning program and practices (MDE Bright Spot District)
- A strong and long-standing tradition of solid academic and unique extracurricular offerings
- Established in-district CTE programs (HVAC & Cybersecurity)
- Beautiful rural community with an abundance of rivers, forests, and trails providing phenomenal recreational opportunities
- Safe and family-friendly community to live, work and play

District Demographics

Enrollment: 426

Instructional Staff: 33

Support Staff: 14

Administrative Staff: 3 (Principals K-5 and 6-12; Business Office Manager)

Counselors/Social Workers: 2

Interventionists: 3 (2 Literacy/Reading and 1 Math Recovery)
Central Office Staff: 4

Annual Operating Budget: \$7.26 Million
Projected Fund Balance \$367,258
Foundation Grant: \$9,608 per pupil
Non-Homestead Levy: 18 mils voted
Debt Retirement: 5.73 mils (2022 & 2019)

Selection Criteria

- Michigan Administrative Certificate, or equivalent
- Minimum of Master's Degree in Educational Leadership
- Successful Administrative Experience Preferred
- Successful Teaching Experience Preferred
- Experience and or Training in Team Building Preferred

The Pickford Public Schools Board of Education, with input from community and the school staff, has determined that the following traits are the most highly sought in our new Superintendent:

- A student-centered leader who sincerely cares about students, their families, staff, and our community
- Exemplifies the highest level of personal and professional ethics, integrity and trust
- A visionary leader with the ability to engage all stakeholders in the pursuit of a clear vision and purpose for the district that focuses on student achievement, communication and the efficient and proper use of district resources
- Demonstrates excellent written and spoken communication skills along with exemplary interpersonal and public relations skills
- An approachable individual who treats everyone with dignity and respect and is open to ideas and suggestions from various sources within the school community
- Leadership experience in a traditional public-school setting that reflects a record of success in positions of increasing responsibility throughout their career
- Dedication to educational excellence and the success of all students
- Demonstrated knowledge and experience with effective curriculum, instruction, professional development, assessment and best practices to improve teaching and student achievement
- Understanding of special education law and the application of the rules governing processes, programs and procedures
- A commitment to a philosophy of continuous improvement through collaboration and research
- Demonstrated knowledge of and experience in public school finance
- Demonstrated success in human resource management including collective bargaining, contract administration and standard employment practices
- An individual who sets high expectations for themselves and others, holds all staff accountable, and accepts responsibility for results
- A calm, patient and reflective leader who can also be decisive at the appropriate time
- Ability to be compassionate, empathetic and humble

- Demonstrated ability and desire to be visible throughout the district and actively engaged with community activities
- Proven leadership ability in implementing change, collaboration, successful processes, creative problem-solving, intelligent risk-taking and team building

Salary and Contract Information

The Board will offer a regionally competitive comprehensive, multi-year contract with a salary commensurate with experience. Projected salary range: \$95,000 to \$115,000.

Application Procedure

- Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at www.mileader.org or <http://www.applitrack.com/mileader/onlineapp>. Completed on-line applications must be submitted no later than **4:00 p.m. on July 4, 2025**.
- No “hard copy”, fax or emailed copies will be accepted. All materials will be treated confidentially throughout the screening process only upon the written request of the candidate.
- All questions regarding the search should be submitted to John Scholten, Michigan Leadership Institute, (231) 838-3518 or jscholtenmli@gmail.com.

Applicants are advised not to make direct contact with any member of the Board of Education.

Search Timeline

Application Deadline	July 4, 2025, 4:00 p.m.
Selection of Candidates for First Interviews	July 2025
First Round Public Interviews	TBD
Second Round Interview	TBD
Start Date	TBD

Board of Education

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Travis Forfinski	Vice President
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Erik Taylor	Secretary
Lindsey Benson	Trustee
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The superintendent search will be conducted with due regard to the Michigan Open Meetings Act (Public Act 267 of 1976) requirement of open meeting for all public body deliberations, decisions and interviews.

The Pickford Public Schools is an Equal Opportunity Employer.