



SUPERINTENDENT OF SCHOOLS JOB POSTING

The Bridgman Public Schools Board of Education is conducting a search for its next Superintendent of Schools. It is expected that the Superintendent will be in place July 1, 2026.

Our District

Bridgman Public Schools, located in rural Southwest Michigan, has built a stellar reputation statewide for providing a premier education. Known for its comprehensive curriculum, Bridgman emphasizes excellence in K-12 academics, arts, and athletics, and educating the whole child, making it a highly desirable district.

The district comprises three schools: Bridgman Elementary, F.C. Reed Middle School, and Bridgman High School. Despite its small size, Bridgman offers opportunities typically found in larger districts. Many staff members reside in the community, fostering a unique and unparalleled sense of connection and belonging.

Our Community

Bridgman is a small city in Berrien County, southwestern Michigan, about 20 miles south of St. Joseph and 90 miles east of Chicago. Nestled along the shores of Lake Michigan, it offers scenic views and beach access. Bridgman is easily accessible via Interstate 94, facilitating travel to larger metropolitan areas. Adjacent to Bridgman to the east is Lake Charter Township, with around 3,100 residents. This area is predominantly rural and residential, featuring farmland and homes.

The local economy in Bridgman is diverse, encompassing manufacturing, services, small businesses, and agriculture, with a focus on fruit farming. Tourism is also significant due to the proximity to Lake Michigan and local wineries. Recreational opportunities abound with attractions like Weko Beach and Campground, Warren Dunes State Park, and the Lake Michigan Shore Wine Trail. Community events and organizations promote engagement and a strong sense of community among residents.

Bridgman is renowned for its small-town charm, natural beauty, and vibrant community life, while Lake Charter Township is noted for its rural charm, agricultural heritage, and scenic proximity to Lake Michigan. These qualities make both the city and the township peaceful and attractive places to live, work and play.

Bridgman Points of Pride

- ✓ Excellence in academics, arts and athletics
- ✓ Bridgman Elementary and Bridgman High School 2020 National Blue Ribbon Schools
- ✓ The US News and World Report has recognized all three schools as high achieving schools
- ✓ All three schools have consistently outperformed county and state testing averages, often ranking at or near the top.
- ✓ High school offers 7 Advanced Placement courses and a variety of CLEP options
- ✓ CTE and Early Middle College Opportunities
- ✓ Each building has a school counselor and social worker
- ✓ Top-tier DECA program recognized for excellence
- ✓ High School Graduation Rate 95+%
- ✓ One-to-One technology with Chromebooks

- ✓ State of the Art STEM Lab at F.C. Reed Middle School
- ✓ Premier Aquatic Center Facility
- ✓ Sinking Fund Millage and Community Recreation Millage
- ✓ Beautiful lakeside community with great community support
- ✓ A district of choice for many Berrien County students
- ✓ Strategic Plan in process
- ✓ Updated and Robust Curriculum
- ✓ Dedicated staff committed to success for ALL students

District Demographics (2024-2025 school year data)

Enrollment: 815

Professional Staff: 67

Support Staff: 43

Building and District Administrators: 10

Foundation Grant: Approximately \$14,835 per pupil (Out of Formula District)

Debt Retirement Millage: .88 mils

Budgeted Expenditures: Estimated \$16,000,770

June 30, 2025 Estimated Fund Balance: \$6,657,059 (41.6%)

SELECTION CRITERIA

- Michigan Administrative Certificate, or equivalent
- Minimum of a Master's Degree in Educational Leadership
- Minimum of five years successful experience as a school administrator

The Bridgman Public Schools Board of Education has determined that the following criteria are those which are the most highly sought in a new superintendent:

- Exemplifies the highest level of personal and professional ethics, personal integrity, and trust
- Dedication to educational excellence and the success of all students
- Knowledge of and experience in Michigan public school finance and fiscal management, including "out of formula", school districts, bond issues, sinking funds and enhancement millages
- Knowledge of and experience with effective curriculum, instruction, professional development, assessment, and best practices to improve teaching and student achievement
- Success in human resource management including experience growing and retaining staff, conducting negotiations with collective bargaining units, contract administration and employment practices
- Effective communications skills (writing, public speaking and listening), and excellent interpersonal and public relations skills
- Knowledge and understanding of interest-based bargaining and positive relationships with employee associations
- An approachable school leader who treats everyone with respect and dignity
- An individual who sets high expectations for self and others; holds staff at all levels accountable; and who accepts responsibility for results
- An individual who has demonstrated quality working relationships with staff
- Proven leadership ability with skills in implementing successful systems, collaboration, creative problem solving, and change
- Leadership experience in a traditional public school setting that reflects a record of success in positions of increasing responsibility, including teaching and building leadership experience
- An individual who embraces the values of the community and will immerse themselves into the community

- Knowledge and involvement with issues in public education at the local, intermediate, state, and federal levels
- Ability to engage and advocate for thriving extra-curricular and co-curricular programs
- A leader who is visible throughout the district and actively engaged in school and community activities

SALARY AND CONTRACT INFORMATION

The Board will offer a regionally competitive comprehensive, multi-year contract with a salary commensurate with experience.

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 PM on Friday, October 24, 2025.
- No “hard copy”, fax or email copies accepted. All materials will be treated confidentially through the screening process only upon the written request of the candidate.
- All questions regarding the search should be submitted to Andrew Ingall, Regional President - Southwest Michigan, Michigan Leadership Institute, 734-320-6553 or aingallmli@gmail.com.

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

SEARCH TIMELINE

- Application deadline – 4:00 PM, Friday, October 24, 2025
- Selection of candidates for first interviews – October 30, 2025
- First Round Interviews – November 18, 19, 20, 2025
- In-district visit – To be determined
- Final Interviews –December 2 & 3, 2025
- Start date –July 1, 2026

The Board may make exceptions to this profile, process and/or timeline to ensure selection of the best possible candidate. The services of Michigan Leadership Institute have been secured to assist the Board in the search process and in the screening of candidates.