

Harbor Springs Public Schools



Superintendent of Schools

Position Announcement

The Board of Education of Harbor Springs Public Schools
Is conducting a comprehensive search for its next Superintendent

The Harbor Springs Public Schools is situated in the northwestern half of Emmet County bordering many miles of Little Traverse Bay and Lake Michigan shoreline to the west and richly forested land to the east. The natural beauty of the area makes it a mecca for outdoor recreation including but not limited to golf, swimming, boating, hiking, biking and skiing. The famous M-119 Tunnel of Trees provides a stunning drive along bluffs overlooking Lake Michigan. The community is very warm and welcoming offering a calendar full of festivals, gallery exhibitions, concerts and theatre performances. The school district is an essential asset to and partner with the community.

The district is seeking a visionary superintendent who will inspire excellence in our school community. The ideal leader will bring a strong foundation in institutional leadership, a deep commitment to academic achievement, and a clear vision for preparing all students for success in a rapidly changing world. This individual will foster a collaborative culture that empowers educators, engages families, and strengthens partnerships throughout the community. With a focus on innovation and continuous improvement, the next superintendent will guide the district toward higher levels of student achievement while ensuring that every learner is supported, challenged, and valued.

District Mission

To create a multi-faceted educational experience, in a family atmosphere empowering each student to become resilient, productive and well-educated members of society.

District Vision

Excellence in Character
Excellence in Education

Points of Pride

- Small, close knit school community with a family atmosphere and a deep sense of caring and compassion for one another
- Students come first; every student is valued as an individual
- Staff are caring, dedicated, loyal, hard-working, and recognized for excellence
- High level of community pride, involvement, and support
- Active parent involvement
- District offers unparalleled opportunities in Northern Michigan
- District provides students the skills and opportunities to pursue their dreams
- Strong tradition of excellence in academics, arts, and athletics
- Safe and friendly school environment
- Strong framework for individualized student support
- “Whole Child” educational emphasis
- A district culture which emphasizes good character and wellness
- Exceptional facilities and technology
- Low student-to-teacher ratio
- Fiscally sound school district that allows for many different opportunities and programs

District Data

Enrollment:	734
Instructional Staff:	67
Support Staff:	14
Administrative Staff:	8
Counselors:	3
Social Workers:	2
Interventionists:	5
Central Office Staff:	4
Foundation Grant per pupil:	Out of Formula
Annual Operating Budget:	\$19,520,171
Projected Fund Balance:	\$10,186,722
Non-Homestead Levy:	13.991 Mills, \$14,615,177
Debt Retirement:	2.48 Mills, \$4,050,332

Selection Criteria:

- Michigan Administrative Certification
- Minimum of Master’s Degree in Educational Leadership
- Minimum of 5 years of Successful Administrative Experience
- Successful Teaching Experience Preferred
- Successful Building Leadership Experience Preferred
- Successful Central Office Experience Preferred

The Harbor Springs Board of Education has determined the following criteria are the most highly sought in a new superintendent:

- Is a student-centered leader who genuinely cares about students, their families, staff and our community
- Exemplifies the highest level of personal and professional ethics, integrity and trust
- Demonstrates excellent written and spoken communication skills and exemplary interpersonal and public relation 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 success of all students
- Demonstrated knowledge of and experience with effective curriculum, instruction, professional development, assessment and best practices to improve teaching and student achievement
- A commitment to continuous improvement through collaboration and research
- Demonstrated knowledge of and experience in public school finance and budgeting
- 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, kind, patient, and reflective leader who can 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 the school and community activities
- Proven leadership ability in implementing change, collaboration, successful processes, creative problem-solving, intelligent risk-taking and team building
- Demonstrated experience, knowledge, and skill in effectively partnering with Boards of Education, including fostering transparent communication, supporting informed decision-making, and building strong, collaborative governance structures

Salary and Contract Information:

The Board will offer a comprehensive, multi-year contract. Total salary and benefits will be commensurate with experience of the successful candidate and requirements of the position. (Projected salary range: \$140,000 to \$170,000).

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 online applications must be submitted no later than 4:00 p.m. on January 16, 2026
- No “hard copy”, fax or emailed copies will be accepted. All materials will be treated 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:	January 16, 2026, 4:00 p.m.
Selection of Candidates for First Interviews:	January 26, 2026
First Round Interviews:	February 3 & 4, 2026
Second Round Interviews:	February 11, 2026
Site or District Visit:	February 11, 2026
Start Date:	July 1, 2026

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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 Harbor Springs Public Schools is an Equal Opportunity Employer