

Position Announcement



Superintendent of Schools

**The Board of Education of Romeo Community Schools
is conducting a comprehensive search for its next Superintendent.
The start date for the new Superintendent is expected to be in
late July or early August of 2026.**

Romeo Community Schools, established over 150 years ago, is a public school district in Southeast Michigan. It serves the Village of Romeo and portions of the following communities in Macomb and Oakland Counties: Addison Township, Armada Township, Bruce Township, Oakland Charter Township, Ray Township, Shelby Charter Township, and Washington Charter Township.

The District serves 5,614 students from pre-kindergarten through 12th grade. It is composed of an early childhood center, five elementary schools, a middle school, a high school (with separate 9th grade and 10-12th grade buildings), and the administration building. The high school consists of four distinct academies: the 9th Grade Academy (9GA), the Academy of Business, Entrepreneurship and Innovation (BEI), the Academy of Design, Engineering and Manufacturing (DEM), and the Academy of Health, Human and Public Service (HHP). There is also a Virtual Academy. Students select an Academy and career pathway that interests them. Each Academy has dedicated learning labs, specialty classrooms, and collaborative learning areas that support a unique high school experience. The Academy approach also offers small learning communities (schools within schools) where teachers and students get to know each other over the course of three years, fostering teamwork, a sense of belonging and success.

With 596 dedicated employees, including 299 teachers and 32 administrative staff members, Romeo Community Schools maintains a strong student-centered focus. The District operates on an annual budget of \$84.6 million, with a foundation allowance of \$10,050 per pupil and a projected fund balance of \$18.2 million (21.6% of expenditures), reflecting sound fiscal stewardship and financial stability.

Just north of Metropolitan Detroit, the historic Village of Romeo offers storybook charm, with tree-lined streets, historic landmarks, family-owned orchards, and a vibrant Main Street. Families choose Romeo for its safety, community spirit, and outstanding schools. It is a place where tradition, pride, and innovation come together to give students a remarkable foundation for the future.

District Vision

Forging pathways through academic exploration guided by...

- Passions of our students
- Dynamic learning environments
- Invested community advocates

District Mission

Embracing the Romeo Schools community while engaging, educating, and empowering students to inspire the future

Points of Pride

- Highly engaged school community that is supportive and invested in the District and its success
- A decade of facilities enhancements that have transformed instructional spaces and expanded learning opportunities
- Strong business partnerships that support high school Academy and CTE pathways
- Implementation of the Academy model in the middle school, focusing on non-profits, where students can pursue their interests, connect with the community, and feel empowered to make a difference
- District-wide investment in school culture building through programs like Capturing Kids' Hearts, Leader in Me, and Caring School Communities
- New STEM and Robotics Center (home of the Byting Bulldogs robotics program) located on the middle school campus
- State-of-the-art specialty classrooms supporting fine arts and STEM programming at the elementary level
- A "one campus" vision for athletics and extracurricular programs that strengthens program continuity at the high school and middle school
- A destination district known for attracting and retaining students and staff while retaining its warm, small-town character
- Strong financial health and stewardship, as evidenced by an ample fund balance and stable budgeting
- A learning environment that prioritizes the safety and security of students and staff
- A multi-generational community with many alumni who return to live, work, and contribute locally

Qualifications

- Educational administration experience
- Master's degree in related field
- Broad and diversified experience in education, with classroom experience preferred
- Michigan Administrative Certificate or equivalent

Candidate Profile

Romeo Community Schools seeks an accomplished, inspirational leader who demonstrates the following characteristics and competencies:

- Leads with Integrity: Operates with the highest ethical standards and personal integrity
- Safety & Security: Ensures a safe, secure, and supportive learning environment for all students and staff
- Student-Centered Leadership; Puts students at the forefront of all decisions
- Academic Focus: Prioritizes student academic success and achievement
- Accountability: Holds self and others accountable for outcomes, follows through on commitments
- Approachability & Accessibility: Is visible, approachable, and responsive to students, families, staff, and community members
- Whole-Child Focus: Maintains a well-rounded focus on the needs of every student
- Talent Attraction & Retention: Recruits, develops, and retains high-quality staff and creates a culture that attracts students and families to the District
- Fiscal Stewardship: Oversees strong financial management, long-term sustainability, and transparent budgeting aligned to strategic priorities
- Board Partnership: Builds and sustains a collaborative, trust-based relationship with the Board of Education
- Operational Effectiveness: Manages budget, staffing, facilities, and other resources strategically to maximize student learning and organizational efficiency
- Effective Communication: Communicates clearly, consistently, and transparently with all stakeholders

Salary and Contract Information

The Board of Education will offer a comprehensive three-year contract. Compensation will be commensurate with the skills and experience of the successful candidate, with a salary range of \$200,000-\$225,000.

Application Procedure

Interested candidates should complete and submit the Michigan Leadership Institute online application found at www.mileader.com or <http://applitrack.com/mileader/onlineapp>. Completed online applications must be submitted **no later than Friday, June 5, 2026 at 4:00 p.m.** No "hard copy," faxed or emailed copies will be accepted. Materials will be treated confidentially through the screening process only upon the written request of the candidate.

All questions regarding the search process should be directed to the search consultant, MLI Regional President John Silveri, at (248) 420-9354 or jsilverimli@gmail.com.

Anticipated Search Timeline

Application Deadline: June 5, 2026, 4:00 p.m.

Selection of Candidates for Interview: June 12, 2026

First Round Interviews: June 23-25, 2026

Selection of Finalists: June 26, 2026

Finalist District Tours, Q & A, Meet & Greet: June 30, 2026

Second Round Interviews: July 1, 2026

Candidate Selection by Board of Education: July 7, 2026

Board Action to Hire New Superintendent: TBD

Start Date: TBD

This superintendent search will be conducted with due regard to the Michigan Open Meetings Act (Public Act 267 of 1976) requirement of open meetings for all public body deliberations, decisions, and interviews.

The services of the Michigan Leadership Institute have been secured to assist the Romeo Community Schools Board of Education in the search process and in the screening of candidates. The Board of Education may make exceptions to this profile, posting, process and/or timeline to ensure selection of the best possible candidates as determined solely by the Board. The Board of Education will make all decisions with respect to process, evaluation of candidates, selection of candidates to be interviewed and appointment of the successful candidate. Candidates should not contact members of the Board directly.

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