

Reading

Community Schools

Reading Community Schools will provide educational experiences based on the uniqueness of each student that will enhance and prepare each one for a lifetime of high achievement”

SUPERINTENDENT OF SCHOOLS JOB POSTING

The Board of Education of the Reading Community Schools is conducting a search for its next superintendent. It is expected that the superintendent position will be selected around August 1, 2026.

COMMUNITY PROFILE

The Reading Community Schools is located Hillsdale County, approximately 1 hour south of Jackson, MI. It is a small, rural community.

The school system is highlighted by people who are community oriented, and very proud of their history. It is a place where everyone knows each other and supports each other. A friendly place, with a well-respected staff, they provide programs focused on student needs.

DISTRICT PROFILE

- 700 students
- 110 staff in total
- One K-6 school; one 7-12 school
- \$9.6 million general fund budget
- Fund Balance – 8%
- 75% of students are eligible for free and reduced lunch

POINTS OF PRIDE

- A Community built on tradition
- A caring and supportive staff who knows the students
- A small district with many opportunities for students
- Unique programs compared to surrounding districts such as Industrial Arts; Consumer Science (economics); PBIS program
- A Day Care on Campus
- Historically strong Band, Music and Athletics
- Safety priority
- Highly qualified teaching staff
- Active community

SELECTION CRITERIA

- Michigan Administrative Certificate, or equivalent
- Minimum of a master's degree
- Minimum of three to five years of successful leadership experience
- Teaching experience

QUALITIES SOUGHT FOR A CANDIDATE

- Exemplifies the highest level of personal and professional ethics, personal integrity and trust
- Understands the values of the community and will immerse themselves in the community and will be visible and engaged in schools
- Demonstrates knowledge of and experience in public school finance and fiscal management issues – is fiscally responsible
- A visionary leader with the ability to engage all stakeholders in the pursuit of a clear vision for the district that focuses on student achievement, communication and use of district resources
- Demonstrates knowledge of and experience with effective curriculum, instruction professional development, assessment and best practices to improve teaching and student achievement
- Demonstrates creativity with curriculum and staffing to maximize existing resources
- An individual who has demonstrated a solid working relationship with staff while managing challenging external factors affecting public education
- Proven leadership ability with skills in implementing change through collaboration, successful systems, creative problem solving, and team building
- Demonstrates effective communication skills and excellent interpersonal and public relation skills
- Dedication to education excellence and the success of all students
- Commitment to a philosophy of continuous improvement through collaboration and evidence-based practices
- Knowledge of facility maintenance and operations, including support services
- Demonstrates success in human resource management, including conducting negotiations with collective bargaining units and other employment practices
- An individual who sets high expectations for self and others; holds staff accountable; and who accepts responsibility for results
- Approachable – treats people with respect and dignity – open to the ideas of others

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 Monday, June 29th at 4 pm.
- No “hard copy”, fax or email copies accepted. All materials will be treated confidentially through the screening process **only upon written request of the candidate**
- All questions regarding the search should be submitted to Randy Liepa, MLI Consultant, 734-634-4474, liepar246@gmail.com

APPLICANTS ARE ADVISED NOT TO MAKE DIRECT CONTACT WITH ANY MEMBER OF THE BOARD OF EDUCATION

SEARCH TIMELINE

- Application deadline – Monday, June 29th at 4 pm
- Selection of candidates for first interviews – July 15th
- First round interviews – July 21st, 22nd
- Final interviews – July 30th
- Final Selection – to be completed by August 1st
- Start date – As soon as feasible after selection

BOARD OF EDUCATION

Brian Kerspilo, President	Justine Galloway, Trustee
Nicole Pridgeon, Vice-President	Ron Grossheim, Trustee
Becky Pavka – Secretary	Randy Sanders, Trustee
Ben Wheeler - Trustee	

The 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 READING COMMUNITY SCHOOLS IS AN EQUAL OPPORTUNITY EMPLOYER.