

Position Announcement



Superintendent of Schools

**The Board of Education of Clintondale Community Schools
is conducting a comprehensive search for its next Superintendent.
The expected start date for the new Superintendent is September 1, 2026.**

Clintondale Community Schools offers the opportunity to lead a dedicated and resilient district where strong relationships are at the heart of our work. Serving more than 1,600 students, our schools are strengthened by dedicated educators, families, and a supportive community that believe in the potential of every student. Together, we foster a safe and inclusive learning environment where every student is known, supported, and encouraged to reach their full potential.

Located in Clinton Township, Michigan, it is one of five districts to serve the community. Located in the south end of the township, spanning approximately 3.9 square miles, the well-established and diverse community is characterized by residential neighborhoods, local businesses, parks, and strong community connections. The area offers convenient access to major transportation corridors, shopping, dining, and employment opportunities throughout Macomb County and the Metro Detroit region.

Clintondale Community Schools provides a comprehensive continuum of learning that supports students at every stage of their educational journeys. From early childhood through graduation, students benefit from a connected network of schools and programs designed to foster academic growth, personal development, and future readiness.

Our youngest learners begin their journeys at the Rainbow Early Childhood Center, where we offer tuition-based childcare, free GSRP preschool, Young 5s, and special education programs that lay the foundation for lifelong learning.

Students continue their educational journeys at Charles C. McGlennen Elementary and Robbie Hall Parker Elementary, where they learn the foundations of literacy, mathematics, and citizenship. Dedicated educators create supportive learning environments that encourage academic growth, character development, and student engagement. Through meaningful relationships and student supports, students grow in confidence, develop their talents, and discover the excitement of learning.

As part of the district's Secondary Campus, Clintondale Middle School and Clintondale High School provide connected educational experiences during key academic years. The campus structure fosters continuity as students move from middle school to high school, helping them build relationships, participate in programs and activities, and engage in the school community. Through academics, extracurriculars, and student supports, learners are encouraged to explore interests, develop strengths, and prepare for life after graduation.

The Positive Behavioral Interventions and Supports (PBIS) House system, at the Secondary Campus, promotes an inclusive environment where students build connections, demonstrate positive behaviors, and develop a sense of belonging. Dedicated educators and staff support students through important transitions and help them pursue pathways aligned with their goals, including higher education, the workforce, and other postsecondary opportunities.

Our Career and Technical Education (CTE) program provides hands-on learning experiences in real-world career pathways. High school students can explore fields such as culinary arts, business management, automotive technology, healthcare, and more while gaining valuable skills, industry-recognized certifications, and connections to local employers. These programs make learning relevant and engaging while giving students a meaningful head start on their futures.

More than \$880,000 in recent grant funding is expanding these opportunities by bringing a new cosmetology program to Clintondale High School and introducing MEERA (Middle School Exploration of Engineering, Robotics, and Advanced Manufacturing) at Clintondale Middle School. MEERA gives middle school students early exposure to high-demand STEM and skilled trades fields. Students will participate in experiential, hands-on learning while preparing them for high school. In the Middle School Digital Technology Program, students will explore information technology, as well as artificial intelligence integration, in preparation for careers in technology.

Clintondale iCampus, also part of our Secondary Campus, is an alternative education program that is delivered virtually, serving students in grades 6 through age 22 who may benefit from a nontraditional learning environment. Designed to provide flexibility while maintaining high academic expectations, iCampus offers students the opportunity to earn credits, recover coursework, stay on track for graduation, and pursue their educational goals through online instruction. In addition, although primarily virtual, students are offered additional flexibility to their learning environment, as the teaching staff also provides scheduled, in-person drop-in sessions two to three days per week. Supported by certified teachers and dedicated staff, the program provides an alternative pathway that meets students where they are and helps them move forward with confidence.

Clintondale is expanding opportunities in the performing arts to provide students with new avenues for creativity, self-expression, and personal growth. Recent investments in dance and band programs are broadening access to arts education and creating additional opportunities for students to discover and develop their talents. These enhancements reflect the district's commitment to offering a well-rounded educational experience that supports students' academic, artistic, and personal development.

Clintondale Athletics has a long tradition of championship teams and individual performances. More than 200 of our secondary campus students participate in athletics. Most recently, our football, boys basketball, bowling, baseball, boys track and girls track have won division and/or regional championships. Consisting of 13 varsity sports and 10 middle school sports, our student athletes also compete in the classroom. Our athletic academic policy is higher than the MHSAA requires. For 10 consecutive years, our valedictorians have earned varsity letters.

Clintondale has a dedicated staff of 186 employees, including 99 teachers and 15 administrators. The District operates on an annual budget of \$27 million, with a foundation allowance of \$10,300 per pupil and a projected fund balance of \$2.4 million.

Clintondale Community Schools is committed to providing meaningful opportunities for students while fostering strong partnerships with families and the community. As the Home of the Dragons, the relationships formed throughout a student’s educational journey often extend beyond graduation, reflected in a tradition embraced by many in the community: “Once a Dragon, Always a Dragon.” Together, these connections help make Clintondale more than a school district—it is a community with a shared investment in the success of its students.

Vision

Inspire all students to have a successful future and compete in a global society.

Mission

The Clintondale Community Schools District will provide an academic environment that prepares our diverse student body to reach its potential and become productive members of society. It is necessary that all students are prepared for the future.

Core Values

Accountability ~ Achievement ~ Equity ~ Hard Work ~ Community

Strategic Plan Goals

Student Growth and Achievement ~ Budget and Finance ~ Capital Projects
Human Resources and Personnel ~ Career and Technical Education ~ Community Engagement

Qualifications

- Educational administration experience
- Master’s degree in related field; advanced degree preferred (e.g., Ed.S., Ed.D., Ph.D.)
- Broad and diversified experience in education, with classroom experience preferred
- Michigan Administrative Certificate or equivalent

Candidate Profile

Clintondale Community Schools seeks a proven, highly successful and inspirational leader who demonstrates the following characteristics and competencies:

- Places student achievement and academic excellence at the forefront of all decisions
- Leads with integrity, modeling the highest ethical standards in all actions and decisions
- Treats every individual with dignity and respect
- Maintains safe, secure, and supportive learning and working environments for all students and staff
- Is visible, approachable, and accessible to students, staff, families, and community members
- Fosters collaboration and teamwork, building consensus while respectfully navigating diverse perspectives
- Demonstrates strong financial acumen and a commitment to responsible fiscal stewardship to ensure long-term sustainability
- Acknowledges and respects cultural differences and ensures that policies and practices are inclusive and accessible
- Holds self and others accountable for actions and results
- Uses data and emerging research to inform decisions
- Knows and understands educational law & policy
- Plans and thinks strategically for short- and long-term success
- Actively works to attract and retain students and talented staff members

Salary and Contract Information

The Board of Education will offer a comprehensive multi-year contract. Compensation will be commensurate with the skills and experience of the successful candidate, with a salary range of \$140,000-\$160,000.

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, July 24, 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: July 24, 2026, 4:00 p.m.

Selection of Candidates for Interview: July 29, 2026

First Round Interviews: August 3-5, 2026

Selection of Finalists: August 6, 2026

Finalist Q & A, Meet & Greet: August 10, 2026

Second Round Interviews: August 11, 2026

Candidate Selection by Board of Education: August 12, 2026

Board Action to Hire New Superintendent: TBD

Start Date: September 1, 2026 (tentative)

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 Clintondale 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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