

Position Announcement



Chippewa Valley Schools Superintendent of Schools

The Chippewa Valley Schools Board of Education is conducting a comprehensive search for its next Superintendent. The new Superintendent is expected to start July 1, 2026.

Chippewa Valley Schools is a public school district located within the Metropolitan Detroit area of southeast Michigan. At Chippewa Valley, continuous school improvement is a top priority. Curriculum councils and school improvement teams, composed of teachers and administrators, continuously work to update teaching strategies, develop new programs, and keep our curriculum aligned with state standards.

Chippewa Valley Schools is home to 3 high schools, 2 ninth-grade centers, 4 middle schools, 12 elementary schools, and 1 preschool center, serving nearly 14,500 students. Chippewa Valley employs more than 1,512 full-time staff members, including 772 teachers, 95 administrative staff members, and approximately 645 support staff members. Chippewa Valley Schools has an annual operating budget of \$214,622,021 with a foundation allowance of \$10,050 per pupil, and a fund balance of \$45,204,357 as of June 30, 2025.

Students in Chippewa Valley Schools are afforded a world of opportunities that include preschool, state-of-the-art facilities featuring 21st-century interactive learning tools, award-winning music, band, and fine arts programs, advanced placement and honors courses, and some of Macomb County's most exciting division and state championship team sports.

At Chippewa Valley and Dakota High Schools, we offer more than 200 courses, 38 different after-school clubs and activities, and 24 sports programs. At the high school level, students can enroll in a more intensive course of study by enrolling in advanced placement courses or a full range of programs in Career and Technical Education (CTE). We offer Advanced Placement courses, dual enrollment, and an early college program that allows students to earn college credit while still in high school. The International Academy of Macomb High School, a Macomb Intermediate School District program, is located within the Chippewa Valley Ninth Grade Center and provides students from seventeen different Macomb County School Districts with a globally focused course of study that leads to an International Baccalaureate diploma.

The mission of Chippewa Valley Schools, in partnership with families and community, is to inspire and empower learners to achieve a lifetime of success.

Notable District Accomplishments:

- Chippewa Valley received district accreditation by Cognia, the highest assurance of quality schools.
- With the closing of schools in March 2020 and federal dollars related to COVID-19, Chippewa Valley has been able to implement a one-to-one computer program in grades K-12 and financially sustain it for 10 years.
- Chippewa Valley is the 7th largest school district in the state and the 2nd largest school district in Macomb County.
- In November of 2018, Chippewa Valley School residents approved a \$97 million Safe Schools Strong Schools Bond Proposal that allows us to continue our tradition of excellence and provide our children and school community with much-needed improvements and upgrades to our security and our schools.
- Chippewa Valley continues to remain fiscally responsible and has received a clean financial audit opinion from an outside auditing firm for over 20 years.
- Chippewa Valley buses traveled over 800,000 miles per year transporting approximately 10,500 students.
- Chippewa Valley serves over 1,000,000.00 meals per year to its students.
- Chippewa Valley Schools has an AA- rating from S&P Global Ratings. Only 10% of the K-12 school districts in the State of Michigan have a rating of AA- or above.

Job Description



Chippewa Valley Schools Superintendent of Schools

Purpose Statement

The job of Superintendent was established for the purpose/s of managing the overall operation of the district as designated by the Governing Board by addressing administrative needs and processes; establishing long- and short-term goals and procedures and ensuring compliance with policies and/or codes.

This job reports to Board of Education.

The Superintendent of Schools shall strive to achieve District goals by providing educational direction and supervision to the professional staff and supervision to the support staff and by acting as a proper model for staff and students both in and outside the District.

Duties and Responsibilities

The Superintendent shall be directly responsible to the Board of Education for the performance of the following assigned duties and responsibilities:

- A. Keep the Board informed of school operation by preparing monthly Board agendas, providing oral and written communication, scheduling management team committee meetings, and requesting special Board meetings that become necessary to keep the Board properly informed.
- B. Ensure that all aspects of District operation comply with State laws and regulations as well as Board contracts and policies.
- C. Establish and maintain any written educational plan that may be required by law and consistent with the educational goals adopted by the Board.
- D. Ensure proper implementation of the current District-wide instructional plan as it applies to each building.

- E. Strive to increase the efficient use of District resources in the daily operations of the schools.
- F. Evaluate the progress of the professional and support staff toward the attainment of educational goals.
- G. Analyze the results of instructional program development as it applies to the Board's educational goals.
- H. Recommend changes in instructional or staffing patterns based on an analysis of staff and program progress.
- I. Work with principals to assure that decisions made at the building level are created by means of a site-based, decision- making process that includes participation of the school's administration and staff, parents, students and others in the community.
- J. Work cooperatively with parents and community groups concerned with programs in the schools.
- K. Decide all matters of administrative details not specifically covered under the law or Board policy.

Additional Functions Include the Following:

- Assists the Governing Board and/or other management groups for the purpose of developing and implementing procedural, organizational and operational goals for the district.
- Collaborates with others (e.g. district personnel, other districts, community organizations, etc.) for the purpose of implementing and/or maintaining services and programs.
- Composes a wide variety of materials (e.g. reports, memos, letters, policies, etc.) for the purpose of documenting activities, providing written reference and/or conveying information.
- Delegates administrative and/or program functions for the purpose of meeting district goals and objectives.
- Develops proposals, long and short-range plans, budgets and grant opportunities for the purpose of fulfilling state education code requirements, Board policies and meeting District goals.
- Facilitates communication between personnel, students, parents and/or the public for the purpose of evaluating situations, solving problems and/or resolving conflicts.

- Implements solutions to a variety of complex issues (e.g. budgeting, curriculum, negotiations, etc.) for the purpose of fulfilling state education code requirements while addressing the needs and responsibilities of the district.
- Maintains professional and personal skills for the purpose of providing effective leadership to the district.
- Monitors a variety of programs and processes for the purpose of directing staff activities and complying established financial, legal and/or administrative requirements.
- Oversees use of all District funds and facilities for the purpose of achieving the district's educational goals with a maximum of efficiency in accordance with district, state and federal requirements.
- Participates in meetings, workshops and seminars for the purpose of conveying and/or gathering information required to perform functions.
- Performs other related duties, as assigned, for the purpose of ensuring the efficient and effective functioning of the work unit.
- Performs personnel functions (e.g. recruiting, interviewing, evaluating, supervising, etc.) for the purpose of maintaining adequate staffing, enhancing personnel productivity and achieving objectives within budget.
- Presents information on a wide variety of subjects (e.g. strategic plan, budget, enrollment, legislation, etc.) for the purpose of conveying information, gaining feedback and/or making recommendations regarding district services.
- Reviews a variety of information (e.g. education code, legal decisions, district practices, etc.) for the purpose of assessing impact on district, making recommendations and/or addressing a variety of administrative needs.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform multiple, highly complex, technical tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill-based competencies required to satisfactorily perform the functions of the job include: none specified.

KNOWLEDGE is required to perform advanced math; review and interpret highly technical information, write technical materials, and/or speak persuasively to implement desired actions; and analyze situations to define issues and draw conclusions. Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: none specified.

ABILITY is required to schedule a significant number of activities, meetings, and/or events;

routinely gather, collate, and/or classify data; and consider a number of factors when using equipment. Flexibility is required to independently work with others in a wide variety of circumstances; analyze data utilizing a variety of complex processes; and operate equipment using a variety of standardized methods. Ability is also required to work with diverse individuals and/or groups; work with data of widely varied types and/or purposes; and utilize a variety of job-related equipment. Independent problem solving is required to analyze issues and create action plans. Problem solving with data requires analysis based on organizational objectives; and problem solving with equipment is moderate. Specific ability-based competencies required to satisfactorily perform the functions of the job include: none specified.

Responsibility

Responsibilities include: working independently under broad organizational policies to achieve organizational objectives; managing major organizational components; and supervising the use of funds for multiple departments. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is some opportunity to significantly impact the organization's services.

Education/Qualifications:

- Educational administrative experience.
- Master's degree in related field.
- Advanced degree (e.g., Ed.S., Ed.D., Ph.D.) Preferred.
- Michigan Administrative Certificate or equivalent.
- Broad and diversified work experience.
- Classroom experience preferred.
- Alternative qualifications as deemed acceptable by the Board of Education.

Salary/Contract:

- The Board of Education will offer a multi-year contract, consistent with other contracts for central office employees.
- Salary, benefits, and length of contract will be commensurate with the skills and experience of the successful candidate. The Board anticipates the base salary range will be between \$240,000.00 and \$280,000.00.

Search Timeline:

- Job Posted: February 23, 2026.
- Application Deadline: March 16, 2026 at 4:00 p.m.
- First Round Interviews: TBD By Board.
- Second Round Interviews: TBD By Board, If Needed.
- Anticipated Date of Candidate Selection: May 1, 2026.
- Start Date: July 1, 2026

Interested candidates must submit a letter of interest and curriculum vitae/resume to the District by March 16, 2026 at 4:00 p.m. via email to Kim Adlam at KAdlam@cvs.k12.mi.us.