

Valparaiso Community Schools

Mission Statement: *We empower students and staff to pursue personal excellence while developing empathy, integrity, and perseverance*

Vision: *Valparaiso Community Schools is a leader in education fully dedicated to bettering ourselves, our practice, and our profession to best serve the interests of children*

Valparaiso Community Schools is seeking a Superintendent. This educational leader will actively work with the Board and community to set and reach goals, be an instructional leader, and be an innovative and creative problem solver. The new Superintendent shall be knowledgeable, ethical, honest, and empathetic. The School Board of Trustees is working in conjunction with the *Indiana State School Board Association* in their search that begins immediately.

Valparaiso Community Schools has a tradition of excellence in all aspects as a high performing K-12 school district (Grade A) serving the community of Valparaiso, Indiana. The district serves approximately 6300 students at the high school (9-12), two middle schools (6-8), and eight elementary schools (K-5). *VCS* also provides an Alternative School option for selected secondary students. Each educational facility has been recently upgraded providing students creative learning spaces that help to deliver meaningful learning experiences. *Valparaiso Community Schools* also participates in a partnership with surrounding districts in Porter County that provides educational programming for special needs students (K-12) **and** vocational opportunities for selected high school students. The district also has an administration center and a transportation center. Detailed information about the district is available on the district website at www.valpo.k12.in.us.

The city of Valparaiso has consistently been ranked as a great place to live, work, and raise a family and is located in the northwest corner of the state in Porter County. More information on the city of Valparaiso can be found by visiting: www.ci.valparaiso.in.us

Administration Building -- Superintendent, Assistant Superintendent, CFO, Director of Secondary Education, Director of Elementary Education

Valparaiso High School -- Principal, Associate Principal, 2 Assistant Principals, 2 Deans, Athletic Director, Assistant Athletic Director; Alternative School Principal

Benjamin Franklin Middle School -- Principal, Assistant Principal

Thomas Jefferson Middle School -- Principal, Assistant Principal

Elementary Schools (8) -- Principal (8), Assistant Principal (Flint Lake Elem only)

Essential Services Directors -- Aquatics, Buildings & Grounds, Food Service, Health Services, Social-Emotional Learning, Technology, Testing & Grants, Transportation

2019-20 ADM -- 6278				
Corporation Grade -- A				
Schools	Grade	Enrollment	Teachers	Support Staff
Valparaiso HS 9-12	A	1985	103	48
Benjamin Franklin MS 6-8	A	828	53	25
Thomas Jefferson MS 6-8	A	690	48	22
Central Elem K-5	A	142	13	10
Cooks Corners Elem K-5	A	442	28	18
Flint Lake Elem K-5	A	457	29	29
Heavilin Elem K-5	A	530	29	23
Memorial Elem K-5	B	472	25	19
Northview Elem K-5	A	214	17	13
Parkview Elem K-5	A	268	19	17
Thomas Jefferson Elem K-5	A	250	19	15
Administration Building				13
Transportation				64
Food Service				49
Buildings & Grounds				10
Technology				7

Required Qualifications:

- Indiana School Superintendent certification or meet the qualifications for obtaining an Indiana license.
- Minimum of 10 years relevant experience is required; including experience as a classroom teacher, building administrator, and Central Office administrator
- Demonstrated successful leadership of effective schools
- Experience at multiple school levels
- Familiarity with curriculum development, instructional strategies and methodologies
- Knowledge of school law, budgeting process and finances as related to Indiana school corporations
- Experience dealing with the governmental entities and/or legislatures regarding educational programs, funding formulas, and other education related legislation
- Willingness to become an active participant in school and community activities
- Effective oral and written communication skills proven to facilitate interaction with the School Board, administrators, teachers, school support staff, parents, and community members
- Demonstrated strategic ability to identify and proactively address issues that may be of concern to parents, students, employees, and the School Board
- Experience in strategic plan development and implementation
- Demonstrated a commitment to staff development

***Valparaiso Community Schools* seeks a Superintendent that is:**

A student-centered leader who puts the needs of children first by:

- Serving as the Chief Executive Officer of the school district – administering the development and maintenance of a positive educational program that meets the needs of the school community in conformance with Board policies and applicable law
- Creating an organizational culture that supports the social/emotional growth and well-being of children.
- Providing instructional leadership enabling all students to find their best academic capabilities regardless of post-graduation pathway, abilities and interests
- Supporting the education of the whole child and a deep investment in ways to continue to meet the needs of individual students through innovation, technology and creativity

A collaborative, stakeholder-focused manager who embodies a district culture that:

- Leads school objectives that will develop policy, plans, and programs.
- Conducts periodic evaluation of the entire district's programs that will consistently enable advancement on all levels
- Proudly and respectfully represents the district in its dealings with other school systems, institutions, agencies, and community organizations
- Establishes and sustains partnerships and cultivates relationships with the business community, community leadership and local organizations
- Maintains and instills high standards of ethics, integrity and transparency and promotes safety and security
- Demonstrates a collaborative leadership style and is accountable for decisions and actions
- Supports and empowers the entire leadership team of the district

A life-long learner and educator who:

- Identifies and prioritizes both short-term and long-term goals
- Demonstrates thorough knowledge of current trends in research and practices in public education and navigates a constantly changing educational environment
- Engages in self-evaluation with regard to leadership, performance, and professional growth

A proactive, articulate communicator who:

- Demonstrates sensitivity to the total needs of the community and the ability to effectively communicate to all socio-economic and cultural backgrounds pertaining to students, parents, educators, and support staff
- Prepares and submits to the Board necessary information and reports needed to enable the Board to make informed decisions
- Demonstrates competence in leadership, management, interpersonal relations and communications and builds trust in the school district and community
- Anticipates and addresses problems that may arise and employs a communication flow of critical issues, actions, and decisions in a resourceful and consistent manner
- Is engaging, visible, approachable, and accessible to staff, students and community

A fiscally responsible and resourceful manager who:

- Supervises the preparation and presentation of the annual budget and recommends it to the Board for approval
- Establishes and maintains efficient procedures and effective controls for all expenditures of school funds in accordance with the adopted budget
- Submits to the Board a clear and detailed explanation of proposal of any expenditure of a substantial sum