FERNDALE
SCHOOLS

SUPERINTENDENT SEARCH

APPLICATION DEADLINE: March 1, 2024

ABOUT FERNDALE SCHOOLS

At Ferndale Schools, we are a diverse school family of continual learners. We support each and every student to develop their purpose, plan, and passion. We encourage and honor dialogue about the histories, cultures, and goals of our communities. We actively and intentionally facilitate equitable access and representation, meaningful participation, and high expectations for ALL.

The district of Ferndale Schools is four square miles located in southeast Michigan that includes areas of the Charter Township of Royal Oak and the cities of Ferndale, Oak Park, and Pleasant Ridge. Ferndale Schools educates over 3,000 students each year, spread out across an early childcare center, two elementary schools, a middle school, two high schools, and one alternative/adult education program.

FACILITIES

In 2020, the community passed a $125 million bond by over 80% which is funding security enhancements, energy efficiency improvements, and 21st Century innovations to learning environments. The district will be opening a state-of-the-art $25M Lower Elementary building in Fall 2024, completed with Bond Funds.

SCHOOL CULTURE

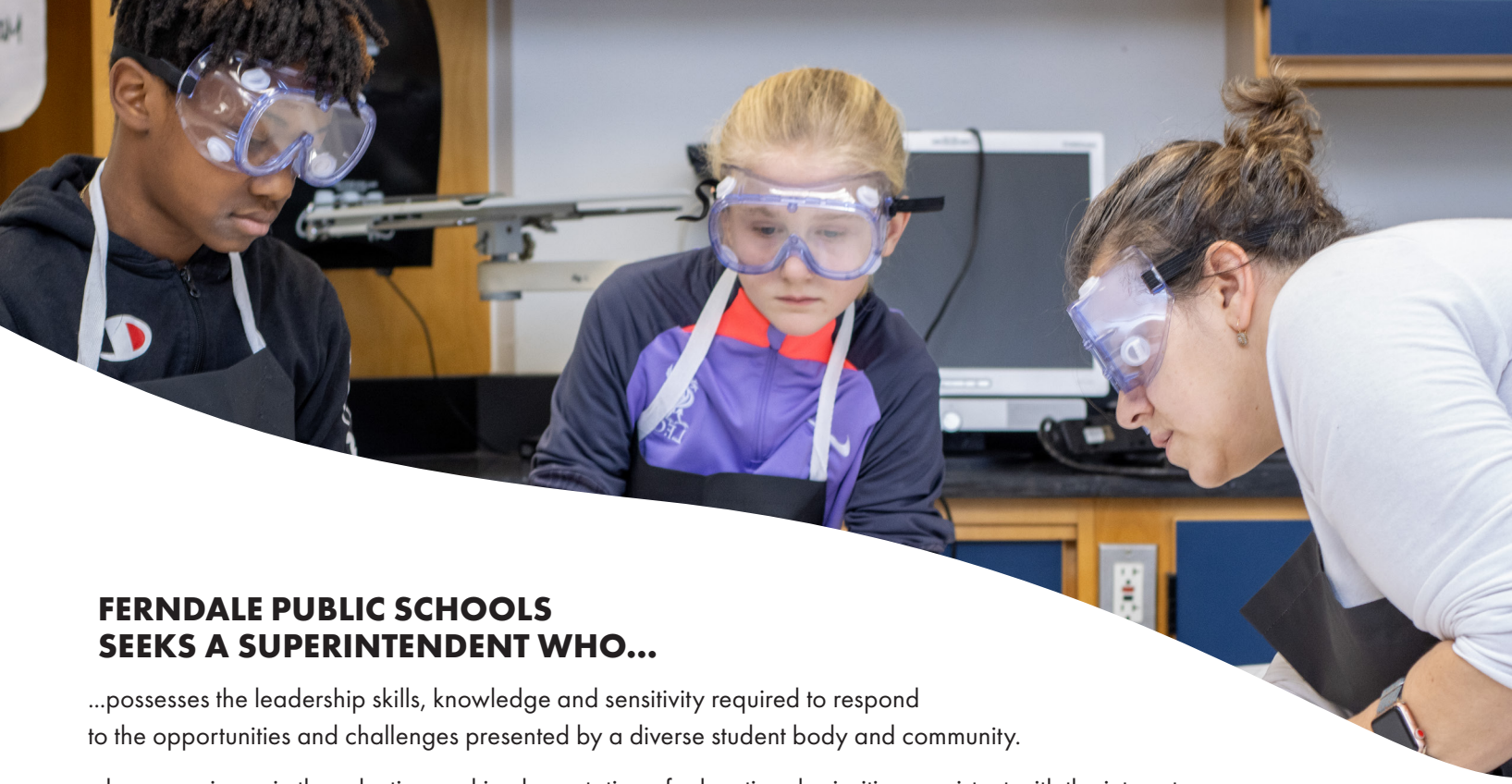
Ferndale Schools offers a diverse hometown atmosphere with small school sizes that give our parents, students, teachers, and community an opportunity to really get to know one another. The district is large enough to provide a wide range of curricular and extra-curricular offerings, while small enough to maximize student participation and foster a collective community. We have been recognized as an Equity Innovation District, taking the lead in the region for Whole Child-centered education, implementing a comprehensive Social Emotional Learning curriculum, and fostering a Restorative Practices school culture.

EXTRA-CURRICULARS

Formal music education begins in 5th grade, leading to our award-winning choirs, orchestras, and bands. We offer 17 MHSAA Athletics, with recent district and regional titles in Volleyball, Wrestling and Swimming and a State Champion Boys Basketball Team. Our competitive and well-respected FIRST Robotics program runs from Preschool through 12th grade. Other student groups include DECA Marketing, Gay-Straight Alliance, Student Council, and many more.

A BRIGHT FUTURE

We continue to push for progress with our equity based five-year strategic plan, the addition of Social Justice courses at our secondary level, our declaration of racism as a community health crisis, and other leading measures.



FERNDALE PUBLIC SCHOOLS SEEKS A SUPERINTENDENT WHO...

...possesses the leadership skills, knowledge and sensitivity required to respond to the opportunities and challenges presented by a diverse student body and community.

...has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, Board and community.

...possesses the ability to lead a district in identifying and closing gaps in student achievement and opportunity.

...promotes a positive and inclusive environment that includes mutual trust and respect among students, faculty, staff, administrators and Board.

...has experience with effective management and planning practices that will benefit the long-term financial stability of the district.

...possesses excellent communication and interpersonal skills, presenting a positive image of the district.

...is a skilled decision maker with a commitment to consider input from appropriate stakeholders.

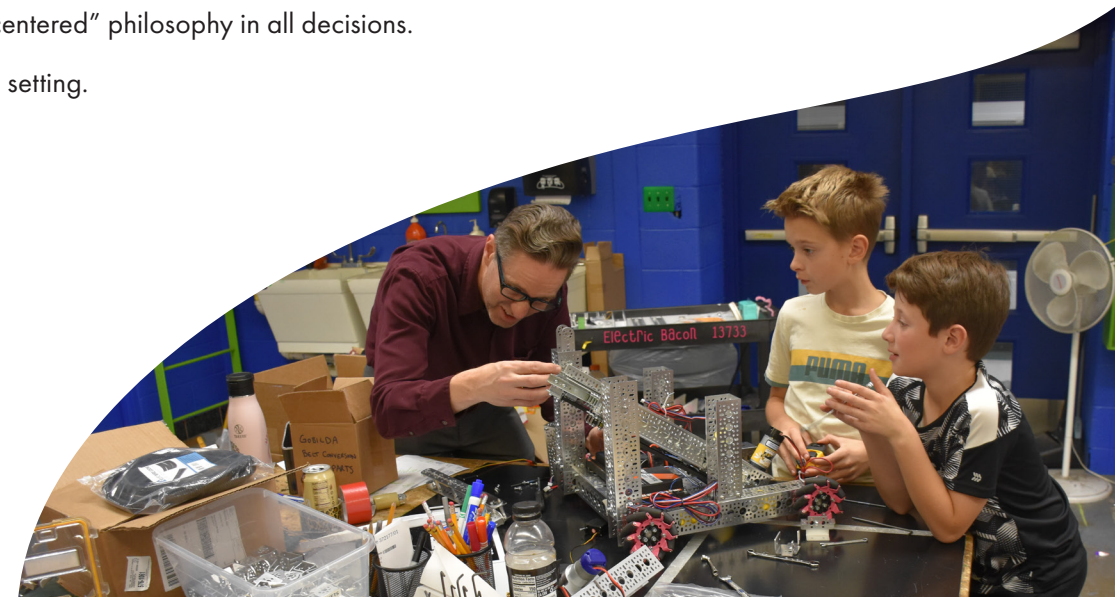
...demonstrates commitment to being visible and actively engaged in the district.

...has a strong moral compass that is rooted in justice and equality.

...has experience recruiting and maintaining exceptional staff, and is able to delegate and oversee the work of staff and appropriately maintain accountability.

...is strongly committed to a "student centered" philosophy in all decisions.

...has classroom experience in a K-12 setting.



SALARY AND BENEFITS

The salary will be in the range of $175,000 to $190,000 plus a comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting Board criteria.

REQUIREMENTS

The candidate must have or be qualified to obtain Superintendent credentials.

SELECTION PROCESS

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the Board of Education. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Ferndale Schools Board of Education for consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an online application file by March 1st, 2024 which includes:

- A letter of application stating personal qualifications, experience and reasons for interest in the position
- The online application form and current resume
- 3-4 current letters of recommendation

APPLICATION DEADLINE

MARCH 1 2024

Apply Online

Questions should be directed to:

Ray & Associates, Inc.
P.O. Box 10045 Cedar Rapids, IA 52410
Phone: 319-393-3115 Fax: 319-393-6911
kathy@rayassoc.com

Please do not contact the Board or District directly.

DOCUMENTS

» 2019-2024 Strategic Plan

» Ferndale Schools Community Magazines

ADDITIONAL WEB RESOURCES

YouTube.com/@FerndaleSchools

» Staff Recruitment Landing Page

Learn about our work environment from staff testimonials, and see how we support our all-star team with benefits and more.

» Student Recruitment Landing Page

Find testimonials and other resources to help families make the right choice for their student.