

News Release

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School Board moves forward in plan to replace Superintendent/K-12 Principal

The Beaver Island Community School Board of Education is on target with its succession plan to replace long-time superintendent/K-12 principal Kathleen "Kitty" McNamara who will retire in June 2013.

In the next phase of the process, which the board put in place after McNamara announced her pending retirement two years ago, the school board is finalizing a hiring brochure and has now set a new schedule for interviewing candidates for the position. The hiring brochure is expected to be distributed electronically and through the US Postal Service in the very near future according to the Charlevoix-Emmet Intermediate School District leadership team which is facilitating the search for the board.

"The board is very serious about its role in selecting the new administrator," said board president Jessica Anderson. "We recognize the final decision on whom to hire lies with the board, but our candidate profile – the qualities we are seeking in our next school leader – has been defined, in part, through input from parents, students and community members."

At its October work session, the board approved the following language for its hiring brochure. Beaver Island Community Schools is seeking a strong, passionate leader who can be described as:

- A visionary leader with the ability to engage *all* stakeholders
- An individual who is dedicated to educational excellence and to the success of *all* students
- An individual who knows and understands current trends in curriculum and instruction and technology and is committed to the implementation of educational "best practices"
- An excellent communicator (speaking and listening) who is proactive and who demonstrates excellent interpersonal skills
- An individual who is visible in the schools and who participates in school and community activities
- An individual who exemplifies the highest levels of honesty, integrity, trust and fairness
- An individual who treats all people equally and with dignity and respect
- An individual who sets high expectations for his/herself and others and accepts responsibility for the results

- An individual who possesses a minimum of master's degree in administration and who has administrative experience

At the same meeting the board approved the following tentative timeline for the search:

Application must be received by 4 p.m., November 30, 2012

Board screening: week of December 3, 2012

First interviews: week of January 7, 2013

Second interviews: week of January 14, 2013

Selection of successful candidate: week of January 21, 2013

New administrator/superintendent assumes responsibilities: mid-June 2013

The board expects that this timeline will allow them to get ahead of other searches and will allow time to do a second round of interviews if the first round does not draw in the right candidate. All applications will go directly to the Char-Em ISD search team who will check all references and gather information on all candidates. The ISD search team will then share information about all of the candidates with all of the school board members at the same time in closed session. The school board members will then select those candidates they wish to interview. All interviews will be held in a public session.