



## **Waverly Community Schools Position Announcement Superintendent of Schools**

**The Board of Education of the Waverly Community Schools  
is conducting a comprehensive search for its next Superintendent.**

**The tentative start date for the new Superintendent is TBD (September 1, 2025 anticipated)**

Waverly Community Schools is located in Eaton County, adjacent to Michigan's capital city of Lansing, and serves portions of Delta Township and Lansing. The district is ideally situated in mid-Michigan, offering residents easy access to the amenities of a larger metropolitan area while maintaining a close-knit, diverse community feel. Families are drawn to the area for its strong schools, welcoming neighborhoods, and proximity to parks, cultural events, higher education institutions, and state government.

The Waverly district takes great pride in its tradition of educational excellence, inclusive programming, and community involvement. Known for its commitment to "Excellence in Education," Waverly offers a full continuum of learning opportunities from early childhood through high school, including Advanced Placement (AP), Career & Technical Education (CTE), arts and music programs, and athletics that engage students across all grade levels. The Waverly Warriors are supported by a passionate base of alumni, families, and community members who actively participate in the life of the schools.

Waverly Community Schools serves a richly diverse student population, with a focus on equity, student achievement, and whole-child development. The district is proud of its culturally responsive practices, dedicated staff, and student-centered leadership.

The district is comprised of six school buildings: Colt Early Childhood Education Center, Winans Elementary, Elmwood Elementary, East Intermediate, Waverly Middle School, and Waverly High School. Waverly Community Schools is a member of the Ingham Intermediate School District.

Currently, the district serves approximately 2,800 students and employs over 200 teachers and nearly 400 total staff, including support personnel and administrators. The district's annual general fund operating budget is approximately \$48.7 million, with expenditures closely aligned to support instruction, student services, and school operations.

Waverly is located near a wide variety of recreational and cultural amenities. Residents enjoy access to Lansing's River Trail, local parks, art galleries, the Lansing Lugnuts minor league baseball team, and proximity to Michigan State University. Delta Township itself is known for its well-maintained parks, active community life, and strong municipal services. The area blends suburban comfort with easy commuting access to regional employers and colleges.

Waverly Community Schools is seeking a superintendent who will honor the district's legacy of academic rigor, innovation, and equity, while fostering collaborative leadership, transparent communication, and community engagement. This is a district proud of its diversity, unity, and focus on student success.

### **District Points of Pride & Strengths**

- Caring educators and dedicated staff
- Community and staff that celebrate diversity in every way
- Perfect size district...not too big...not too small to offer a wide variety of programs
- Close proximity to Lansing and Michigan State University
- Programs for students including band, orchestra, visual arts, athletics, robotics, drama, and other various clubs
- Excellent facilities based on a history of community financial support
- Strong financial position
- Focus on safe and secure environment
- Quality GSRP/preschool programs available to young families
- Advanced Placement (AP), Career Technical Education (CTE), work-based learning and dual enrollment programs available to high school students
- Student access to a wide variety of programs available at Ingham ISD

### **Qualifications**

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

## **District Mission Statement**

*Waverly Community Schools mission is to educate and prepare students to achieve their academic best, develop character, become lifelong learners, and contribute as citizens of our global society by committing ourselves to excellence in education characterized by:*

- A safe, caring and equitable learning environment*
- Rigorous curriculum*
- Quality instruction*
- Respect for diversity*

*in partnership with families and our entire community.*

## **Candidate Profile**

**Waverly Community Schools is in search of an inspirational leader who:**

- Demonstrates dedication to the district, honesty, integrity, and professionalism in all respects
- Is an exceptional communicator who has strong listening skills and is willing to engage all stakeholders in an effort to develop unity within the district
- Understands and celebrates diversity in all aspects
- Is visionary and will work to support and align district systems to accomplish the district's mission
- Prioritizes student academic and personal success
- Has high expectations for staff and students and is willing to hold individuals accountable when necessary for the betterment of all
- Understands the importance of maintaining a caring, supportive, and respectful environment
- Seeks out and enjoys student engagement at all levels, will routinely be highly visible, present, and actively engaged in the district and community
- Values and supports all employees and treats everyone with respect
- Builds relationships in an accessible, approachable and personable manner
- Will work to respect local traditions while focusing on improving future student outcomes
- Is fiscally responsible with a strong financial acumen
- Is an effective decision-maker who considers all options and is willing to make difficult decisions
- Leads by example, and is willing to be hands-on when implementing initiatives
- Has a strong grasp of legislative initiatives and legal requirements impacting public education

## **Salary and Contract Information**

The Board of Education will offer a comprehensive, multi-year contract. Salary and benefits will be commensurate with the skills and experience of the successful candidate, with a salary range of \$185,000-\$205,000.

## **Application Procedure**

Interested candidates should complete and submit the Michigan Leadership Institute online application found at [www.mileader.com](http://www.mileader.com) or <http://applitrack.com/mileader/onlineapp>. Completed online applications must be submitted **no later than Friday, June 20, 2025 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 Tim Stein at (810)240-6221 or [tsteinmli@geneseesd.org](mailto:tsteinmli@geneseesd.org) or MLI Consultant Teresa Weatherall Neal, at (616)706-9534 or [leadr616@gmail.com](mailto:leadr616@gmail.com).

## **Anticipated Search Timeline**

Application Deadline:	June 20, 2025, 4:00 p.m.
Selection of Candidates for Interview:	June 25, 2025
First Round Interviews:	July 14, 15 & 16, 2025
Second Interviews:	August 5 & 6, 2025
Candidate Selection by Board of Education:	August 7, 2025

The 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 Waverly 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.

## **Board of Education**

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***Waverly Community Schools is an Equal Opportunity Employer***

***Pride, Tradition, Excellence.***