



SUPERINTENDENT OF SCHOOLS JOB POSTING

The Okemos Public Schools Board of Education is conducting a search for its next Superintendent of Schools. It is expected that the Superintendent will be in place no later than July 1, 2026.

Our Community

The Okemos Public Schools district is situated in the south-central portion of Michigan's lower peninsula near Lansing, the state capital, and shares a common border with Michigan State University.

Ranked as the number one school district in the Lansing area by Niche in 2024 and 2025, Okemos provides educational resources to more than 4,800 students in an early childhood center, four elementaries, two middle schools and a high school across the district. The Montessori program is available for students in Pre-K-8th grade.

Our Mission

Together, educating with excellence, empowering every learner for life.

Our Vision

Every learner. Every day. Stronger Together.

Our Beliefs

Together we value:

- Every learner's individuality, experience, and growth
- Communities that are safe, empathetic, and engaged
- A culture of innovation, integrity, and excellence for all

Points of Pride

- Student-centered with a commitment to student success
- Excellent parent and community engagement
- Diverse and multicultural community
- Collaborative Board of Education and administrators
- Caring and dedicated staff
- Outstanding music, arts, and athletics programs
- Wide variety of clubs and afterschool programs
- Gifted and Talented Program
- 93.6 % 4-year cohort graduation rates
- Current \$275 million bond for building new middle schools, a new elementary school, and improved athletics facilities
- 50% of teachers have been with the district 5 years or longer
- Proximity to Michigan State University and State of Michigan Government

District Data

- Enrollment: 4899
- Administrative Staff: 23
- Teachers: 309
- Cafeteria: 36
- Childcare: 16
- Custodians: 7
- Maintenance: 8
- Non-Union Support: 97
- Office Staff: 26
- Counselors: 12
- Aides: 16
- Other: 57
- Transportation: ?
- Number of Buildings: 8
 - 1 High School
 - 2 Middle Schools
 - 4 Elementary Schools
 - 1 Early Childhood Center
- Annual Operating Budget: \$70,000,000
- Foundation Grant per Pupil: \$10,050
- Projected Fund Balance: 14.20%
- Tax Base: \$1,736,853,822
- Non-Homestead Levy mills: 18
- Debt Retirement mills: 7.00
- Sinking Fund mills: 0.9850

SELECTION CRITERIA

- Michigan Administrative Certificate, or equivalent
- Minimum of a Master's Degree in Educational Leadership
- Minimum of five years successful experience as a school administrator

The Okemos Public Schools Board of Education has determined that the following criteria are those which are the most highly sought in a new superintendent:

- Leadership & Vision (A)
 - A student-centered leader that is dedicated to the academic growth, well being and overall success of all students
 - A visionary leader with the ability to engage all stakeholders in the pursuit and execution of the district's strategic plan
 - A leader that exemplifies the highest level of integrity, trust, and transparency
 - Proven ability to strategically innovate for improvement of student outcomes
- Financial and Operations Leadership (C)
 - Demonstrates deep knowledge of and experience in public school finance, fiscal management, and resource allocation
 - Demonstrates deep knowledge and experience with management and implementation of bond and sinking funds

- Human Relations Leadership (D)
 - An approachable and visible leader who treats individuals with respect and dignity and who collaborates and engages across the school community
 - An individual who sets high expectations for self and others; holds staff at all levels accountable; and who accepts responsibility for results
 - An individual who is committed, values, and has demonstrated quality working relationships with staff
 - Dedicated to and proven success in developing and mentoring current and future leaders
 - Demonstrated experience and success in human resource management including experience recruiting and retaining diverse staff, collective bargaining, and employment practices
- Instructional Leadership (E)
 - Demonstrates knowledge of and experience with effective curriculum, instruction, professional development, assessment, and best practices to improve teaching and student achievement
 - Demonstrates record of honoring teacher professionalism while leading a coherent and systematic approach to instructional improvement
 - Leadership experience in a traditional public school setting that reflects a record of success, including teaching, and building leadership experience
- Community engagement, communication, and transparency (F)
 - Demonstrates successful and effective skills in transparent communications and public relations
 - A resilient and composed leader that is both collaborative and decisive
 - Demonstrates ability and desire to be visible throughout the district and actively engaged in school and community activities
- Systems and Organizational Management (B)
 - Proven success in leading and managing in a high-performing, diverse school district with complex stakeholder needs
 - Demonstrated knowledge, experience, and on-going dedication to students including equity, safety, and wellness
 - Proven success in change management, collaboration, team building, data-informed decision-making, and creative problem solving
- Political Awareness (G)
 - A strong advocate for public education that is a unifying voice for Okemos students and staff, and community
 - Demonstrates a record of direct involvement with and knowledge of issues in public education at the local, intermediate, state, and federal levels
 - An apolitical leader that is skilled at navigating the political on state and national government

SALARY AND CONTRACT INFORMATION

The Board will offer a comprehensive, multi-year contract. Compensation will be commensurate with experience of the successful candidate and requirements of the position. A preliminary base salary range of \$230,000 - \$245,000 has been established.

APPLICATION PROCEDURE

- Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at www.mileader.org or <http://www.applitrack.com/mileader/onlineapp>
- Completed on-line applications must be submitted no later than 4:00 PM on <insert date>.
- No “hard copy”, fax or email copies accepted. All materials will be treated confidentially through the screening process only upon the written request of the candidate.
- All questions regarding the search should be submitted to Andy Ingall, Regional President - Southwest Michigan, Michigan Leadership Institute, 734-320-6553 or aingallmli@gmail.com.

Applicants are advised not to make direct contact with any member of the Board of Education.

SEARCH TIMELINE

- Application deadline – 4:00 PM, February 6, 2026
- Selection of candidates for first interviews – February 18, 2026
- First Round Interviews – February 23 - 25, 2026
- In-district visit – To be determined
- Final Interviews – March 16 - 17, 2026
- Start date – July 1, 2026 (an earlier start date, after March 27, 2026, is possible based on mutual agreement/availability)

The Board may make exceptions to this profile, process and/or timeline to ensure selection of the best possible candidate. The services of Michigan Leadership Institute have been secured to assist the Board in the search process and in the screening of candidates.