

Kalamazoo Public Schools

Every child. Every opportunity. Every time.

1220 Howard Street, Kalamazoo, MI 49008

Check us out at: <https://www.kalamazoopublicschools.com/KPS>

Application Deadline: April 2, 2023



ABOUT OUR DISTRICT

Kalamazoo Public Schools (KPS) is a vibrant, progressive district and home to The Kalamazoo Promise. The Kalamazoo Promise is a unique scholarship that provides up to 100 percent post-secondary tuition and fee assistance for every Kalamazoo Public Schools graduate meeting attendance and residency requirements. Begun in 2005, thanks to the generosity of anonymous donors, The Kalamazoo Promise has awarded more than 8,700 KPS graduates over \$165 million in scholarships. The Promise is good at all public universities and colleges in Michigan, as well as at the private schools associated with the Michigan Colleges Alliance. Sixty-two institutions participate in the program.

KPS consists of 26 schools; 17 elementary (PreK-grade 5), four middle schools (grades 6-8), a virtual school (grades K-12), and four high schools. Elementary students enjoy art and music, while middle and high school students can participate in an array of sports and extracurricular activities. Students at all levels have a variety of enrichment opportunities. KPS is the largest, most diverse district in the region. We appreciate and value our diversity and view it as part of our richness. Our students are approximately:

- 38% African American
- 36% White
- 13% Hispanic
- 11% Multi-ethnic
- 10% Students with Special Needs
- 8% English language learners
- Less than 2% Asian
- Less than 1% Native American



ABOUT OUR COMMUNITY

Kalamazoo is located in Southwestern Michigan and is equal distance from Chicago and Detroit, each less than 150 miles away. Founded in 1831, the city is the county seat and is easily accessible from both I-94 and U.S. 131, which cross the state from east to west and north to south, respectively. It is located just 45 minutes east of Lake Michigan. Kalamazoo has a population of approximately 75,000 and is the major city in the metropolitan statistical area, which has a population of more than 325,000.

Kalamazoo is home to Western Michigan University, a large public university; Kalamazoo College, a private liberal-arts college; and Kalamazoo Valley Community College, a two-year community college. It has two nationally recognized healthcare systems, diverse and affordable housing, and many parks, lakes, and golf courses.

A wide variety of industries and businesses call Kalamazoo home, including major players in the pharmaceutical, medical science, and craft beer industries. The city also offers an array of cultural attractions including professional theaters, dance troupes, an award-winning community theater, a major keyboard festival, museums, visual arts, and more.

MISSION STATEMENT

At KPS it is our mission to nurture the dreams of all students and empower all students to contribute to a better world.



SALARY AND BENEFITS:

The salary will be in the range of \$215,000 to \$240,000 plus an excellent comprehensive benefits 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. **The candidate must have classroom experience in a K-12 setting.**



[Kalamazoo Application Link](#)

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.

DEADLINE AND SELECTION:

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 Kalamazoo Public 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](#) by **April 2, 2023** which includes:

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