



Bay City Public Schools is **seeking an innovative and visionary leader to serve as our next superintendent.**

This is a unique opportunity to guide a district committed to academic excellence, student success, and strong community partnerships. We seek a leader who will build on our tradition of providing a high-quality education for all by:



**INSPIRING
OUR
STUDENTS**



**ENGAGING
OUR
STAFF**



**COLLABORATING
WITH OUR
COMMUNITY**



ABOUT BCPS

Bay City Public Schools, located in Bay City, Michigan, serves approximately 6,000 students across parts of Bay and Saginaw Counties. Our district includes seven elementary schools, two middle schools, two Class A high schools, and one alternative education school, all recently renovated to support state-of-the-art learning.

Exceptional Opportunities for All.

From preschool to high school, we are committed to preparing students for success in a global society through a wide range of academic programs and extracurricular activities.

Gifted and Talented Programs | Dual Enrollment | Early College Freshman Focus Programs | Arts and Music | Special Education | Vocational Programs Student Clubs | Athletics Starting in Elementary

Bay City Public Schools is proud to partner with Delta College, Saginaw Valley State University, and the Bay Area Community Foundation, to offer scholarships and college access support. With over 3,000 dedicated volunteers, our district thrives on community involvement and collaboration.

For more information, visit our district and school web pages or contact us directly to learn about the exceptional opportunities we provide.



MISSION & VISION

MISSION: To provide an engaging, diverse, and supportive learning environment that empowers every student to reach their fullest potential.

VISION: Diverse opportunities, exceptional experiences, empowered to transform the world!



ABOUT OUR COMMUNITY

Bay City, located on the scenic Saginaw Bay, is known for its vibrant culture, historic charm, and welcoming community. Our hard-working city offers various recreational activities, arts, and entertainment, all while maintaining a family-friendly atmosphere. Bay City is a place where education is valued, and community partnerships thrive to support the success of our students.

APPLICATION DEADLINE: JANUARY 12, 2025



WE ARE SEEKING



A SUPERINTENDENT WHO:

- Is willing to listen to input, but is a decision-maker and strong communicator in speech and writing.
- Is able to delegate and oversee the work of staff (i.e. leading by example) and appropriately maintain accountability.
- Is strongly committed to a “student-centered” philosophy in all decisions.
- Possesses the leadership skills, knowledge, and sensitivity required to respond to the opportunities and challenges presented by a diverse student body and community.
- Has a strong moral compass that is rooted in justice and equality.
- Has experience working effectively with employee representative groups/unions.
- Has experience with effective management and planning practices that will benefit the long-term financial health of the district.
- Promotes positive and inclusive student behavior conducive to a healthy and safe learning environment.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement and opportunity.
- Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators, and Board.
- Demonstrates a deep understanding of special education that meets the individualized needs of each student.
- Has classroom experience in a K-12 setting.

SALARY

The anticipated salary range for this position is \$180,000 to \$195,000, commensurate with the candidate’s experience, qualifications, and alignment with Board of Education criteria. The role also includes a competitive benefits package.

HOW TO APPLY

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, including review by the Bay City Public Schools Board of Education in a closed session. After all applications are reviewed and preliminary interviews are conducted by the consulting firm, the top candidates will be presented to the Bay City Public Schools Board of Education for consideration. Selection of candidates for interviews is the sole responsibility of the Board.

Qualified candidates can submit their applications here:
<https://rayassoc.com/job-details.php?ID=700>

Persons wishing to be considered for the position should **submit an online application file by January 12, 2025** that includes:

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



bcschools.net

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