



## SEEKING A SUPERINTENDENT



# Champaign Unit 4 School District



### **Mission Statement:**

Positively transforming learning and life outcomes for students through educational justice, equity, and excellence.

### **Our Vision:**

Empowering each learner to thrive in a diverse and changing world.



- 19 CAMPUSES WITH 1,900 TEACHERS
- 55% OF STAFF HOLDING MASTERS AND ADVANCED DEGREES
- STRONG PTA/PTSA GROUPS SUPPORTING STUDENTS AND STAFF
- TEST SCORES EXCEEDING THE STATE AND NATIONAL AVERAGES



**Champaign Unit 4 School District** is a large unit school district serving more than 10,000 students in grades pre-K through 12 in Champaign, Savoy, and Bondville, Illinois. With proximity to the University of Illinois and Parkland College, Champaign Schools are able to build strong community partnerships which provide unique, world-class educational opportunities to our students.

Champaign residents enjoy a thriving downtown and campustown, in addition to award-winning neighborhood parks, live music venues, summer festivals, museums, galleries and theaters. There is something for everyone in Champaign!

## WHAT DO WE VALUE IN A SUPERINTENDENT?

- Is willing to listen to input, but is a strong decision maker.
- Possesses the leadership skills required to respond to the opportunities and challenges presented by an ethnically and culturally diverse community.
- Has the leadership capability to successfully advance and monitor the district Anti-Racism Resolution.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is a strong communicator in speaking, listening and writing.
- Is able to delegate authority appropriately while maintaining accountability for all staff.
- Is strongly committed to a “student first” philosophy in all decisions.
- Ph.D. or Ed.D. preferred.
- Promotes a positive, productive, and professional environment for district employees and Board.
- Track record of building consensus and commitment among individuals and groups of various genders, races, and socioeconomic groups, with an emphasis on parental involvement.
- Has classroom experience.
- Has experience recruiting and retaining exceptional building and central office administrators who are capable of advancing the district vision.
- Demonstrates a deep understanding of special education that meets the individualized needs of each student.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Makes recommendations and decisions that are data-informed.

### Deadline and Selection

Persons wishing to be considered for the position should submit an application online including:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position
- The online application form and a Resume
- Four current letters of recommendation

### Requirements

The candidate must have Superintendent credentials. More information about the Illinois Superintendent accreditation process is available at the Department of Education website: ([www.isbe.net](http://www.isbe.net)).

### Salary and Benefits

The salary will be in the range of \$230,000 to \$250,000 and includes an excellent benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

Apply online at [www.rayassoc.com](http://www.rayassoc.com)

Questions should be directed to:

**Ray & Associates, Inc.**  
Phone: (319) 393-3115  
Fax: (319) 393-6911  
[glr@rayassoc.com](mailto:glr@rayassoc.com)

Please do not contact the Board or Champaign Unit 4 Schools directly.

**Deadline to Apply: November 29, 2020**