

BLOOMINGTON PUBLIC SCHOOLS DISTRICT 87

SUPERINTENDENT SEARCH **APPROVED** PROCESS AND TIMELINE

Items highlighted in yellow indicate an in-person meeting with the consultant(s)

DATE

DATE	DESCRIPTION
Stage 1 Board Input & Preparation	8/09/2021 Consultant planning meeting with the Board and individual Board member interviews. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i>
	8/10/2021 Begin preparing information for the District promotional flyer or job description and online application form with the District liaison representative(s).
	8/10/2021 Notify all associates and other professional contacts of vacancy.
Stage 2 Profile Development & Process	8/11/2021 Contact constituents and stakeholders for input meetings on <u>9/01-02/2021</u> .
	8/12/2021 Online survey link, for input on developing the profile, available on District website from <u>8/12/2021</u> to <u>9/07/2021</u> .
	9/01-02/2021 Meetings with constituent and stakeholder group representatives.
	9/07/2021 8 a.m. deadline for survey/input from constituents, stakeholders and Board members, including online survey.
	9/09/2021 Promotional flyer draft due.
	9/13/2021 Board to finalize Superintendent profile for the promotional flyer or job description and online application form. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i>
Stage 3 Recruiting & Screening	9/14/2021 Print promotional flyer.
	9/14/2021 E-mail promotional flyer and online application instructions to interested candidates.
	10/17/2021 Deadline for all application materials. <i>(*See note below.)</i>
Stage 4 Candidate Presentation	11/02/2021 Consultant develops and finalizes interview questions and procedures with the Board. Top candidates are presented to the Board and consultant assists the Board in selecting finalists for the interviews. If desired, consultant will meet with constituents and staff interview group(s) to discuss their roles. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i>
	Wk 11/08/2021 Interview top candidates (1 st round).
	Wk 11/08/2021 Meeting with consultant following the last interview. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i>
Stage 5 Selection of Finalist & Future Planning	Wk 11/15/2021 Interview finalist candidates (2 nd round). <i>(Optional)</i>
	Wk 11/15/2021 Final meeting with consultant following the last interview. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i>
	TBD Consultant will discuss contract terms with the finalist.
	TBD Offer the contract.
	TBD Press release of new Superintendent.
TBD Board Self-Assessment Survey Results presented to the Board.	

***All applications will be reviewed. Materials received after the closing date may be given full consideration depending upon the number of applications received and other factors.**

(Actual dates to be determined in the first meeting with the Board.)



Bloomington Public Schools District 87

300 E. Monroe Street · Bloomington, Illinois 61701 · 309-827-6031
www.district87.org



Mission Statement

The educational mission of Bloomington Public Schools is to challenge, support, and inspire all students to learn and achieve to their highest potential in order to become productive citizens and lifelong learners.

Our District

Bloomington Public Schools, District 87 is the third most diverse district in Illinois and encompasses 10 square miles with an average enrollment of 5,200 PK-12 students each year. The district is home to one school of early education, six elementary schools, one junior high school, one high school, and one career/technical school.

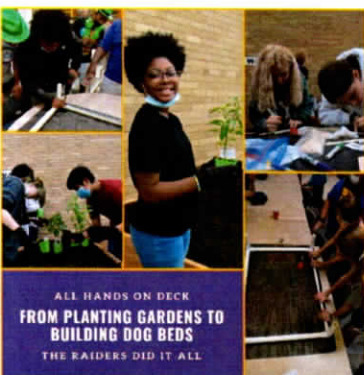
We are committed to serving all students' educational, social and mental health needs through the educational process. We know that our programs, curriculum, instructional strategies, policies and responses must reflect our commitment to our community and the diverse needs of our learners.

Our City

Bloomington is located in the heart of Central Illinois in McLean County. Bloomington is approximately 125 miles southwest of Chicago, 155 miles northeast of St. Louis, 175 miles northwest of Indianapolis, and 64 miles northeast of Springfield, the State Capital. McLean County is the largest county by land area in the State of Illinois, and Bloomington is its' county seat. Bloomington has a population of 76,600 and is a twin city with the Town of Normal, Illinois. Interstates 39, 55 and 74 converge on Bloomington-Normal, as well as US Route 51 and State Route 9. The twin cities are serviced by two major railroad lines, Amtrak, Greyhound, Central Illinois' Regional Airport, as well as public transportation.

Bloomington is in one of the most productive agricultural areas in the nation, and the economy is diverse and well-balanced. There are two universities, a community college, two hospitals, Center for the Performing Arts, great restaurants, and many shopping opportunities. Bloomington-Normal is home to State Farm Insurance Company, Country Financial, and Rivian Automotive Manufacturing.

There are a wide variety of cultural and entertainment options in Bloomington such as theaters, museums, and Miller Park Zoo. The Bloomington-Normal Constitution Trail is a 24-mile jogging, walking, cycling, and rollerblading trail.



Deadline to Apply: October 17, 2021



Bloomington Public Schools District 87 Seeks a Superintendent Who:

- ❖ Possesses excellent interpersonal skills, presents a positive image of the district, will listen to input and is a decision maker.
- ❖ 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.
- ❖ Is a strong communicator in speaking, listening and writing.
- ❖ Has experience recruiting and maintaining exceptional staff for the district and schools.
- ❖ Has experience with effective management and planning practices that will benefit the long-term financial health of the district.
- ❖ Is strongly committed to a “student centered” philosophy in all decisions.
- ❖ Is able to lead district diversity, equity and inclusion efforts.
- ❖ Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators and Board.
- ❖ Has classroom experience in a PreK-12 setting.

Salary and Benefits

The salary will be in the range of \$215,000-\$230,000 plus an excellent benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting Board of Education criteria.

Requirements

The selected candidate is required to live within the boundaries of District 87. The candidate must have or be qualified to obtain Superintendent credentials. More information about the Illinois Superintendent accreditation process is available at the Department of Education website at <https://isbe.net>.

Apply online at:

www.rayassoc.com

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 Bloomington Public Schools, District 87 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 application file online including:

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

Bloomington Public Schools District 87 Superintendent Search Constituent/Staff/Board Survey Results

DATE: September 12, 2021

*Prepared and Presented
By*

Ray and Associates, Inc.

Cedar Rapids, IA

Bloomington Public Schools District 87 Raw Scores Sheet

Qualities Desired in a New Superintendent	Teachers (98)		Administrators (17)		Support Staff (44)		Parents (241 + 2 Spanish = 243)		Students (51)		Non-Parent Community Members (18)		Board of Education (4)		Abbreviated Definition of Quality and Characteristics
	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	
1	64	3	11	2	27	3	136	2	31	2	10	7	2	6	1. Willing to listen to input, and is a decision maker 2. Has leadership skills to respond to opportunities/challenges of diverse student body and community
2	62	4	9	6	28	2	157	1	31	2	6	12	3	1	3. Able to work with legislators and lead organization through legislative process
3	11	27	5	13	7	26	23	30	11	18	4	15	2	6	4. E.D.D. or Ph.D.
4	15	26	2	25	6	28	42	25	10	19	4	15	2	6	5. Strong moral compass rooted in justice and equality
5	60	5	9	6	22	4	129	5	39	1	4	15	2	6	6. Strong communicator in speaking, listening and writing
6	56	6	13	1	22	4	123	6	21	11	12	2	3	1	7. Commitment to visibility and actively engaged in a broad range of community groups
7	16	25	9	6	14	14	46	23	21	11	8	8	1	15	8. Has experience recruiting and maintaining exceptional staff for the district and schools
8	32	12	3	22	20	7	108	9	17	14	12	2	2	6	9. Ability to build consensus and commitment among individuals & groups
9	33	11	4	17	10	22	60	20	10	19	6	12	1	15	10. Has experience working effectively with employee representative groups/unions
10	29	16	3	22	11	20	28	28	8	24	3	21	1	15	11. Ability to delegate and oversee work of staff and maintain accountability
11	18	22	5	13	13	17	89	12	16	15	7	11	0	22	12. Experience with effective management that will benefit the long-term financial health of district
12	30	13	4	17	11	20	82	13	10	19	8	8	2	6	13. Possesses excellent interpersonal skills and can present a positive image of district
13	35	10	11	2	18	8	69	17	10	19	11	6	3	1	14. Non-traditional or "hybrid" with background in business and/or education
14	4	31	1	29	2	30	23	30	4	31	4	15	0	22	15. Strongly committed to "student centered" philosophy in all decisions
15	47	7	9	6	15	12	131	4	30	4	4	15	1	15	16. Ability to develop both short and long range goals
16	28	18	3	22	15	12	67	18	5	29	6	12	0	22	17. Ability to develop and communicate a vision of quality education
17	19	21	6	11	18	8	50	22	9	23	8	8	1	15	18. Experience in selection and implementation of educational priorities
18	30	13	6	11	8	24	63	19	12	16	1	29	0	22	19. Commitment to both academic and extracurricular programs
19	29	16	1	29	16	11	111	8	26	7	12	2	0	22	20. Promotes positive and inclusive student behavior
20	36	9	4	17	13	17	105	10	23	9	3	21	0	22	21. Leadership in providing relevant professional development for staff
21	8	30	2	25	7	26	39	26	6	24	0	30	0	22	22. Is comfortable leading innovation and reform efforts
22	10	28	2	25	6	28	30	27	8	24	0	30	0	22	23. Is able to lead district diversity, equity and inclusion efforts
23	30	13	4	17	17	10	76	16	28	5	0	30	3	1	24. Has ability to develop and maintain reciprocal relationships between business community and district
24	10	28	5	13	9	23	27	29	6	27	2	27	2	6	25. Possesses ability to enhance student performance, identify and close/narrow gaps
25	21	19	7	10	14	14	81	14	18	13	3	21	3	1	26. Makes recommendations and data-driven decisions
26	17	24	4	17	8	24	46	23	7	26	2	27	0	22	27. Knowledge of emerging research in the area of curriculum/instructional design
27	18	22	0	31	2	30	55	21	5	29	3	21	1	15	28. Promotes a positive and professional environment with mutual trust/respect among district employees and Board
28	77	1	11	2	34	1	136	2	22	10	15	1	2	6	29. Commitment and experience working with all genders, races, and socio-economic groups
29	38	8	5	13	21	6	98	11	28	5	3	21	1	15	30. Demonstrates a deep understanding of special education that meets the individualized needs of each student
30	21	19	2	25	12	19	79	15	26	7	4	15	0	22	31. Has classroom experience in a K-12 setting
31	76	2	10	5	14	14	121	7	12	16	12	2	2	6	

Bloomington Public Schools District 87 Consultant Ranking/Recommendation Sheet

Qualities Desired in a New Superintendent	Teachers		Administrators		Support Staff		Parents		Students		Non-Parent Community Members		Board of Education		Total Raw	Combined Ranking Rank	Consultant Recommendation	Abbreviated Definition of Quality and Characteristics
	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count				
1	3	2	3	2	2	2	2	2	2	2	7	7	6	6	25	2	Combine w/ #13	1. Willing to listen to input, but is a decision maker
2	4	6	2	1	1	2	2	2	2	2	12	12	1	1	28	3	Recommend	2. Has leadership skills to respond to opportunities/challenges of diverse student body and community
3	27	13	26	30	18	18	18	18	18	18	15	15	6	6	135	23	Recommend	3. Able to work with legislators and lead organization through legislative process
4	26	25	28	25	19	19	19	19	19	19	15	15	6	6	144	24	Recommend	4. Ed.D. or Ph.D.
5	5	6	4	5	5	1	1	1	1	1	15	15	6	6	42	5	Recommend	5. Strong moral compass rooted in justice and equality
6	6	1	4	4	4	4	4	4	4	4	11	11	1	1	31	4	Recommend	6. Strong communicator in speaking, listening and writing
7	25	6	14	23	11	11	11	11	11	11	8	8	15	15	102	15	Recommend	7. Commitment to visibility and actively engaged in a broad range of community groups
8	12	22	7	9	9	14	14	14	14	14	2	2	6	6	72	9	Recommend	8. Has experience recruiting and maintaining exceptional staff for the district and schools
9	11	17	22	20	19	19	19	19	19	19	12	12	15	15	116	19	Recommend	9. Ability to build consensus and commitment among individuals & groups
10	16	22	20	28	24	24	24	24	24	24	21	21	15	15	146	25	Recommend	10. Has experience working effectively with employee representative groups/unions
11	22	13	17	12	15	15	15	15	15	15	11	11	22	22	112	18	Recommend	11. Ability to delegate and oversee work of staff and maintain accountability
12	13	17	20	13	19	19	19	19	19	19	8	8	6	6	96	14	Recommend	12. Experience with effective management that will benefit the long-term financial health of district
13	10	2	8	17	19	19	19	19	19	19	6	6	1	1	63	7	Combine w/ #1	13. Possesses excellent interpersonal skills and can present a positive image of district
14	31	29	30	30	31	31	31	31	31	31	15	15	22	22	188	31	Recommend	14. Non-traditional or "hybrid" with background in business and/or education
15	7	6	12	4	4	4	4	4	4	4	15	15	15	15	63	7	Recommend	15. Strongly committed to "student centered" philosophy in all decisions
16	18	22	12	18	29	29	29	29	29	29	12	12	22	22	133	21	Recommend	16. Ability to develop both short and long range goals
17	21	11	8	22	23	23	23	23	23	23	8	8	15	15	108	17	Recommend	17. Ability to develop and communicate a vision of quality education
18	13	11	24	19	16	16	16	16	16	16	29	29	22	22	134	22	Recommend	18. Experience in selection and implementation of educational priorities
19	16	29	11	8	7	7	7	7	7	7	2	2	22	22	95	13	Recommend	19. Commitment to both academic and extracurricular programs
20	9	17	17	10	9	9	9	9	9	9	21	21	22	22	105	16	Recommend	20. Promotes positive and inclusive student behavior
21	30	25	26	26	27	27	27	27	27	27	21	21	22	22	177	29	Recommend	21. Leadership in providing relevant professional development for staff
22	28	25	28	27	24	24	24	24	24	24	30	30	22	22	184	30	Recommend	22. Is comfortable leading innovation and reform efforts
23	13	17	10	16	5	5	5	5	5	5	30	30	1	1	92	11	Recommend	23. Is able to lead district diversity, equity and inclusion efforts
24	28	13	23	29	27	27	27	27	27	27	27	27	6	6	153	26	Recommend	24. Has ability to develop and maintain reciprocal relationships between business community and district
25	19	10	14	14	13	13	13	13	13	13	21	21	1	1	92	11	Consider	25. Possesses ability to enhance student performance, identify and close/narrow gaps
26	24	17	24	23	26	26	26	26	26	26	27	27	22	22	163	27	Recommend	26. Makes recommendations and data-driven decisions
27	22	31	30	21	29	29	29	29	29	29	21	21	15	15	169	28	Recommend	27. Knowledge of emerging research in the area of curriculum/instructional design
28	1	2	1	2	10	10	10	10	10	10	1	1	6	6	23	1	Recommend	28. Promotes a positive and professional environment with mutual trust/respect among district employees and Board
29	8	13	6	11	5	5	5	5	5	5	21	21	15	15	79	10	Recommend	29. Commitment and experience working with all genders, races, and socio-economic groups
30	19	25	19	15	7	7	7	7	7	7	15	15	22	22	122	20	Recommend	30. Demonstrates a deep understanding of special education that meets the individualized needs of each student
31	2	5	14	7	16	16	16	16	16	16	2	2	6	6	52	6	Recommend	31. Has classroom experience in a K-12 setting

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**Visualized and as presented; subject to correction. Approved.*