

Superintendent of Schools

Eau Claire Area School District ♦ Eau Claire, Wisconsin



Position

The Eau Claire Area School District (ECASD) seeks an innovative educational leader to serve as Superintendent. This leader must be deeply committed to student, staff, and community engagement. The ideal Superintendent will possess critical frames of understanding combined with the ability to provide broad philosophical and ethical perspectives on educational policy and practice. The new Superintendent will have the opportunity to work in a diverse and vibrant community with a strongly supportive School Board and a highly accomplished, professional staff dedicated to nurturing success in every student. This position became vacant with the retirement of Dr. Mary Ann Hardebeck after 7 years of distinguished service to the District. The term of service will begin on or before July 1, 2020. The ECASD is an equal opportunity employer that strongly encourages people of color and women to apply. For more information about our District, please see www.ecasd.us.

Required Qualifications

Applicants must hold or provide evidence of their eligibility for a Wisconsin Superintendent License. Licensure requirements include a set of 11 administrator standards all applicants must meet. (Complete information about Superintendent License requirements is available from the Wisconsin Department of Public Instruction at <https://dpi.wi.gov/>.) While all 11 standards are essential for any applicant, the most successful applicants will demonstrate the following characteristics.

An unwavering commitment to race, class, and gender equity, and to identifying and eliminating practices, policies, and institutional barriers that exacerbate inequities in achievement.

A clear dedication to creating and fostering a culture of collaboration, transparent communication, and trust that features authentic engagement with teachers, administrators, and staff members in the District. This engagement should aim to build a community of professionals that holds all in respect and high esteem.

An enthusiastic embrace of the role of leadership in the larger community. Authentic engagement will not stop at the schoolhouse door but will embody a visionary spirit of deep connection between the schools and our community; the Superintendent will inspire and lead the District and our citizens in a broad effort to promote the perception of public education as an ennobling and unifying endeavor.

Preferred Qualifications

In addition to the requirements listed above, the following attributes will receive high priority consideration.

- Doctoral degree in Education Administration or a related field
- Extensive, successful experience in educational and/or administrative leadership for a district similar to the ECASD
- Significant PreK-12 classroom teaching experience
- Proficiency in more than one language

Salary and Benefits

School district employees, including the Superintendent, are also State of Wisconsin employees, and as such are compensated with a very competitive benefits package. The Superintendent's salary will be established in negotiation that reflects qualifications and experience and compares favorably to similar districts nationally.

Start Date

The new Superintendent's term of service will begin officially on or before July 1, 2020.

Application Procedure and Deadline

Interested individuals should 1) complete the online Application Form, and 2) email the following materials to Dr. Lori Bica, Search Committee Chair, at superintendentsearch@ecasd.us.

- Letter of intent, which should include consideration of what makes the applicant ideally suited to become the next Superintendent of the ECASD
- Resumé
- Copy of valid Superintendent License issued by the Wisconsin Department of Public Instruction or proof of eligibility
- Copies of transcripts from all colleges/universities attended. Note that official transcripts will be required of applicants who are invited for an onsite interview with the ECASD Board of Education.
- Three letters of recommendation. Recommenders should email their letters directly to Dr. Lori Bica, Search Committee Chair, at superintendentsearch@ecasd.us.

For priority consideration, the online Application Form and all supporting materials must be received by January 31, 2020. Later applicants might receive consideration in the event of an extended search timeline.

Application materials will be treated confidentially. Applicants are asked to use the contact information above, which goes to the entire ECASD School Board, instead of contacting individual members of the Board.