

An Invitation to Apply for the Position of
Superintendent
Cedar Grove-Belgium
Area School District



Cedar Grove, Wisconsin

The Position

The **Cedar Grove-Belgium School District, Cedar Grove, Wisconsin**, Board of Education, is seeking a highly qualified and fully certified **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2020**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board recognizes that selecting a superintendent is one of the most important decisions it will make. The Board developed the following desired characteristics.

1. Exhibits a passion for education and students with an established record of significantly improving student achievement.
2. Demonstrates a likeable, approachable personality, and models honesty and integrity.
3. Displays strong communication and listening skills, with openness and respect for the opinions of others, contributing to positive working relationship with students, staff, Board of Education, and community.
4. Possesses the confidence and courage to engage in difficult conversations, make challenging decisions, and to account for their outcomes.
5. Inspires team to attain high levels of achievement by embodying visionary, bold, servant- leadership, recruiting top talent, and empowering others through mentorship.

Salary Range: \$135,000-\$150,000 commensurate with experience and qualifications



The Community

- ◆ Belgium Population: 2245
- ◆ Cedar Grove Population: 2108

Belgium is home to the international Luxembourg American Cultural Center and one of the largest populations of people of Luxembourg heritage in the United States. Reminders of this heritage abound including immigrant stone houses, Belgium's historic downtown, and the old stone St. Mary's Church. Belgium is also part of Wisconsin's Ethnic Trail. Belgium is also the proud home of Harrington Beach State Park and the Ozaukee Interurban Trail.

Cedar Grove hosts the annual HollandFest every July. This festival is filled with timeless entertainment, foods from many cultures including many Dutch favorites. Cedar Grove is 1 mile West of Lake Michigan and Amsterdam Park where picnic and boat launching facilities are available. The interurban recreation trail goes thru Cedar Grove.

Conveniently located off of I-43, just 30 miles north of Milwaukee, 8 miles north of Port Washington, 10 miles south of Sheboygan and halfway between Chicago and Door County, Cedar Grove-Belgium offers year round activity for visitors. We are a small community with most day to day services close at hand. We house an Aurora clinic and pharmacy, dentist offices, veterinary services, churches, public library, museums, and much more. First Responders, ambulance and other emergency service is within minutes.

A 10 minute drive gets you to Kohler-Andre State Park claimed to be one of the most beautiful and well operated state parks in WI. It boasts wooded trails, campgrounds and beaches. World class golf courses are located at nearby Blackwolf Run in Kohler and Whistling Straits in Sheboygan, plus The Bull a new Jack Nicklaus course in Sheboygan Falls. The Kettle Moraine State Forest is located to the west where horse trails are available. Our favorite sports teams are the CGB Rockets, Milwaukee Bucks, the Green Bay Packers (79 miles to the North) and the Milwaukee Brewers (45 Miles to the South).

The Cedar Grove-Belgium School District achieved several milestones, achievements, and recognitions throughout the 2018-2019 school year. CGBSD has much to be proud!

Staff

- ◆ Middle School grade 5 Teacher Katelyn Winkel obtained a Master's Degree.
- ◆ Head Varsity Football Coach Dan Schreurs voted Big East Coach of the Year.
- ◆ Head Varsity Wrestling Coach Trevor Peterson voted Big East Coach of the Year.

Academic Achievement

- ◆ Elementary School Achieved a *Significantly Exceeds Expectations* (5 Star) report card rating, the highest rating.
- ◆ Middle School Achieved an *Exceeds Expectations* (4 Star) report card rating.
- ◆ High School Achieved an *Exceeds Expectations* (4 Star) report card rating.
- ◆ District Achieved *Exceeds Expectations* (4 Star) report card rating.
- ◆ Elementary School received Title 1 School of Recognition Award for a 3rd year.
- ◆ 48 seniors received private scholarships totaling \$196,250.
- ◆ 24 seniors received college scholarships totaling \$1,046,480.

Grant Awards/Recognition

- ◆ School District Awarded \$40,000 grant from the Bruce Krier Charitable Foundation for a high school *Technology Education Design Center* project.
- ◆ School District Awarded \$15,000 grant award from the United Way Providing Access to Healing (PATH) for providing more mental health service providers for our students.
- ◆ Middle School awarded a \$20,000 Wisconsin Technology Initiative (WTI) grant to enhance a makerspace area.
- ◆ School District awarded the *Meemic Back to School Grant* for teacher supplies.
- ◆ School District awarded the *SCARTA Spotlight on Education Grant* in support of on site mental health student services currently being provided.
- ◆ School District awarded *Meemic For Our School Grant* in recognition of the elementary school's PIE concept of intervention and support.

- ◆ School District selected as one of three districts in the state to participate in a longitudinal mindfulness research study.
- ◆ Elementary School achieved Wisconsin Positive Behavior Intervention and Supports (PBIS) silver award.
- ◆ Middle School achieved Wisconsin Positive Behavior Intervention and Supports (PBIS) silver award.
- ◆ High School achieved Wisconsin Positive Behavior Intervention and Supports (PBIS) bronze award. *A first recognition for the high school for their PBIS work.

Co-Curricular State Qualifiers

- ◆ High School Band: 49
- ◆ High School Choir: 33
- ◆ High School Forensics: 31
- ◆ Middle School UW-Honors Band: 4
- ◆ Middle School St. Norbert Honor Band: 2
- ◆ Wisconsin Youth Band Directors Association Honors Band: 2

Athletic State Qualifiers

- ◆ Girls Cross Country: 7
- ◆ Wrestling: 7

Big East Conference Champions

- ◆ Football Team
- ◆ Girls Soccer Team

Fast Facts

- ◆ Number of students: **959**
- ◆ Square miles of district: **38.13**
- ◆ Number of administrative staff: **5**
- ◆ Number of certified teachers: **74**
- ◆ Number of Support Staff: **59**
- ◆ Number of school buildings: **3**
- ◆ **27.45%** Fund Balance



Board of Education

The Board of Education consists of seven members, elected to serve three-year terms. The incumbency of the members ranges from 4 to 19 years.

Name	Occupation	Years Served
Mr. Chad Hoopman	Sr. Program Manager	11
Mr. Dan Bruhn	Dentist	8
Mr. Kurt Kraus	Ozaukee Cty Hwy Dept	4
Mrs. Laura Schieffer	Director of Pupil Services	4
Mrs. Aileen Dahlke	MRA Auditor	19
Mrs. Lori Gruell	Accounting Analyst	4
Mrs. Nancy Niebauer	RN Coordinator	5



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APPLICATION

available at

www.macnjake.com



An application for superintendent should include:

- ◆ A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- ◆ A current résumé.
- ◆ A completed application form.
- ◆ Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

- ◆ Closing date for applications: **January 9, 2020 (11:30 p.m. central time)**
- ◆ Board of Education selects finalists to interview: **January 29, 2020**
- ◆ Interviews with the Board of Education: **February 24, 2020**
- ◆ Selection of new Superintendent: **Week of February 24, 2020**
- ◆ Start date: **July 1, 2020**

Cedar Grove-Belgium Area School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.