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# **Superintendent of Schools**

**Community High School District 155  
Crystal Lake, Illinois**



**INSPIRE. EMPOWER. NURTURE.**  
Enter with promise. Leave with purpose.

**July 2022**

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## ANNOUNCEMENT OF VACANCY

### A PROJECTED TIMELINE

### THE SCREENING TEAM

### APPLICATION INSTRUCTIONS

The Board of Education of Community High School District 155, Crystal Lake, Illinois is seeking qualified applicants for the position of Superintendent of Schools. The Board wishes to select a superintendent who will begin work on July 1, 2023.

It is anticipated that the total compensation package will be regionally competitive based on successful experience and education. It is expected that the initial contract will be for a multi-year period, as authorized by Illinois statutes.

**Application Deadline:**

**September 15, 2022, by Noon (CT)**

**Candidates Presented to Board:**

**October 2022**

**Board Interviews Candidates:**

**October / November 2022**

**New Superintendent Appointed:**

**By the end of December 2022**

**New Superintendent Begins:**

**July 1, 2023**

A Screening Team from the Illinois Association of School Boards has been selected to assist the Board of Education in securing and screening applicants. The team will include:

**Thomas F. Leahy**, Director, Executive Searches, Illinois Association of School Boards, Springfield, Illinois.

**Dr. Patricia Sullivan-Viniard**, Consultant, Executive Searches, Illinois Association of School Boards, Lombard, Illinois.

**Dave Love**, Consultant, Executive Searches, Illinois Association of School Boards.

IASB has an online application process and does not accept mailed, emailed, hand delivered or faxed application packets.

Please begin your application process at: <https://www.applitrack.com/IASB/onlineapp>

Applicants will need to establish a username and password. Applicants will be asked to give consent to a limited background inquiry. Completed responses to statements identified in this announcement will be required.

All applicants must apply online by Noon (CT) September 15, 2022, and upload the following documents to receive consideration:

1. A formal letter of application indicating your desire to be a candidate for this position.
2. A formal resume that includes a summary of achievements in administrative positions, educational vision and goals, personal leadership philosophy and reasons for your interest in this position.
3. At least three recent letters of reference dated within the last three years.
4. Copies of transcripts from each college/university attended. (Please redact/remove your social security number and birthdate before uploading any of these items).
5. Proof of qualification and licensure to be a superintendent in the state of Illinois (copy of the administrative licensure with all related endorsements\*) or other evidence showing qualification to be a superintendent in another state. (Please redact/remove your birthdate before you upload this document).

\*Information on certification and licensure can be obtained by contacting the Illinois State Board of Education, Division of Professional Preparation, 100 North First Street, Springfield, Illinois 62777 or by visiting the ISBE website at [www.isbe.net](http://www.isbe.net).

## GENERAL INFORMATION ON THE DISTRICT

**LOCATION** — The district is located approximately 45 miles northwest of Chicago in McHenry and Lake counties. Its 10 communities include: Bull Valley, Burton's Bridge, Cary, Crystal Lake, Fox River Grove, Lake in the Hills, Lakewood, Oakwood Hills, Prairie Grove, and Ridgely with an overall population of just over 100,000 residents.

The district has four main feeder districts:

- Crystal Lake Community Consolidated District 47 – 7,006 students
- Cary School District 26 – 2,280 students
- Prairie Grove School District 46 – 680 students
- Fox River Grove School District 3 – 384

**TYPE** — Grades 9-12; Over 5,500 Students.

**OFFICE** — 1 S. Virginia Rd., Crystal Lake, IL 60174.

**STAFF** — 4 Principals, 52 Administrators, 1 Off Campus Coordinator, 377 Teachers, 269 Support Personnel.

**CENTRAL OFFICE PERSONNEL** — Superintendent, Associate Superintendent of Human Resources, Assistant Superintendent of Special Education and Student Services, Assistant Superintendent of Educational Services and Strategic Partnerships, Chief Officer of Finance and Operations, Chief Technology Officer, Director of Career Experiences, Director of Communications and Community Relations, Director of Fiscal Services, Director of Operations, Director of Teaching and Learning, Curriculum and Pathways, Five Business Office Personnel, Five Administrative Assistants, Four Technology Personnel, Three Human Resources Personnel, One Communications Specialist, One Translator/Interpreter.

**CURRICULUM** — District 155 offers a comprehensive curriculum at its four high schools and the Haber Oaks Campus and offers students over 200 courses.

District 155 has dual credit partnerships with both McHenry County College and the University of Illinois. Courses are aligned with college curriculum but are taught by D155 instructors in our high schools. Credits earned are typically transferrable to any college, not just the awarding university. The district offers over 25 dual credit opportunities in a variety of areas.

District 155 offers 25 AP® courses in art, computer science, English, math, music, science, social science, and world language for students to choose from. In the fall of 2022, the district will launch a Career Experience Program (CEP) to provide all students with an opportunity to explore careers they're interested in before they graduate high school. This initiative is the result of feedback the district received during its strategic planning process from students, parents, and staff to focus on internships and career pathways. The district was awarded a \$1.5 million grant from Advance McHenry County to implement the new program. The district will also implement a Certified Nursing Assistant (CNA) program in the fall of 2022.

### **SPECIAL PROGRAMS** —

#### **Advanced Mobile Apps**

Advanced Mobile Apps is an advanced hands-on skill level course for students who have an interest in app development, and they learn the fundamentals of programming. Students complete real world applicable projects that demonstrate their expertise in Mobile App programming, design, and user interface and interactivity. This dual credit course is available at Crystal Lake Central and Prairie Ridge.

#### **AVID**

District 155 offers AVID (Advancement Via Individual Determination) at Crystal Lake Central and Crystal Lake South High Schools. "AVID's mission is to close the achievement gap by preparing all students for college readiness and success in a global society." The program is designed to help students with high academic potential prepare for entrance to colleges and universities along with fostering the skills necessary to be successful in their postsecondary careers.

### **Business Incubator**

Business Incubator housed at Crystal Lake Central, and Prairie Ridge is a capstone, year-long, dual credit course designed to get students excited about real-world entrepreneurship. Students research and develop their own products and work with business professionals. At the end of the school year, students present their business idea to a panel similar to the popular TV show Shark Tank.

### **Culinary Arts**

The district offers a variety of culinary arts classes in our recently renovated state of the art culinary kitchen including a commercial culinary arts kitchen at Crystal Lake South High School. Students have the opportunity to earn certifications in food service sanitation.

### **CNC Machining**

Students explore current technologies and equipment to prepare them for careers in manufacturing and engineering. Students use a computer numerical control (CNC) equipment to produce actual models and their three-dimensional designs. Students also have the opportunity earn their NIMS (National Institute for Metalworking Skills) credentials. This program is offered at Cary-Grove High School.

### **Robotics & Drone Technology**

Students develop skills in mechanical design, digital electronics, coding and fabrication as they work in teams to build simple and complex robotics and drone devices. This course helps students develop and expand their skills and knowledge of robotics and related scientific and engineering topics.

**SPECIAL SERVICES** — District 155 offers a range of individualized services and programs that help students reach their educational potential. The Special Education faculty and staff support families and students from 8th grade transition to beyond high school and provide a number of related services to ensure students operate in a safe learning environment.

### **Functional Communication Skills (FCS)**

Cary-Grove High School houses the Functional Communication Skills (FCS) program for students across the district. The Functional Communication Skills program services students with multiple disabilities and focuses on strengthening student's communication skills to ensure they are successful in communicating their wants and needs when they graduate from high school.

### **Lifeskills**

Crystal Lake Central High School houses the Lifeskills program for students across the district. The Lifeskills program at Crystal Lake Central High School services students ages 14 to 18 and provides a traditional classroom setting to approximately 35 students. Academics are tailor-made for each student and include direct instruction classes such as math, reading, science and social science in order to meet state requirements. Students also have the opportunity to take general education courses, such as P.E., art or choir.

### **Functional Living Skills (FLS)**

Crystal Lake South High School houses the Functional Living Skills (FLS) program for students across the district. The Functional Living Skills program at Crystal Lake South High School services students with low incidence disabilities. Students are provided with functional academics, such as English, math and social science, as well as functional performance tasks throughout their day.

### **STRIVE**

Prairie Ridge High School houses D155's 18-22 transition program, known as STRIVE, for students across the district. STRIVE is District 155's transition program for students 18 - 22 which focuses on functional academics, independent living skills, and preparation for postsecondary employment.

### **Haber Oaks Campus**

Haber Oaks Campus is an alternative learning program serving all high schools in D155 which focuses on restorative and trauma sensitive approaches to support student success and development. Our classes are taught by special education teachers to best support students whose social, emotional or behavioral needs require highly supportive and supervised special education services throughout the school day. Interventions are focused on developing skills for meeting academic requirements, improving social interactions and developing abilities to manage emotions and behaviors with the goal of eventual participation in the least restrictive environment (e.g. base high school).

Haber Oaks Campus also offers flexible online learning opportunities for general education students who meet certain criteria based on grade level and academic credits earned. Much like the special education program, the online learning program is offered in a small environment with multiple supports including a paraprofessional, tutor and an academic counselor to assist with course planning and support students in achieving graduation requirements.

### **Language Academy**

District 155 offers English language support and development through our Language Academy program. Students who are working on building English proficiency in the areas of reading, writing, speaking, and listening will benefit from participation in this program.

Students from the four district high schools attend the program, which is located at Crystal Lake Central, during the first 4 class periods of the day. Students then return to their home schools for the remainder of the school day.

**FACILITIES** — Community High School District 155 includes four comprehensive high school campuses including Cary-Grove High School, Crystal Lake Central High School, Crystal Lake South High School, and Prairie Ridge High School, grades 9 - 12. Haber Oaks Campus, the district's alternative education program is housed at Crystal Lake South High School.

**TRANSPORTATION** — The Transportation Joint Agreement (TJA) provides bus service for District 155 students who reside more than 1.5 miles from school. Bus route information is posted in Skyward prior to the first day of school.

TJA has been owned and operated by Districts 47 and 155 since 1974 and is overseen by an advisory board comprised of school officials from both districts. The department services four high schools, three middle schools, nine elementary schools and two parochial schools. It also services various early childhood centers and provides transportation to 23 out-of-district special needs locations. The TJA has 131 school buses, 155 employees and transports approximately 10,000 students per day over 1.8 million miles per year.

**FOOD SERVICES** — District 155 partners with Sodexo to provide food service including breakfast and lunch for our students districtwide. D155 began its partnership with Sodexo when Prairie Ridge High School opened in 1997.

Sodexo's breakfast, lunch, and a la carte programs meet federal nutrition guidelines.

**DISTRICT WEBSITE** — <https://www.d155.org>

**MEMBER OF** — Fox Valley Conference, Association for Supervision & Curriculum Development, Illinois Association of School Boards, Illinois Association of School Administrators, Illinois Association of School Business Officials, Illinois Principal's Association, Midwest Principal's Association.

**MEDICAL** — Advocate Good Shepard Hospital, Northwestern Medicine, Mercyhealth.

**CULTURAL** — McHenry County offers a variety of museums and entertainment including art, music, and theater.

**RECREATION** — Main Beach is one of the recreation jewels of the Crystal Lake Park District. It is home to a number of amenities including: a bath house, fishing pier, boat launch, picnic areas and band stage, boat rental facility, three basketball courts, a ball diamond used by Crystal Lake Little League, concessions, parking lot and groomed ice-skating area in the winter.

One of Crystal Lake's greatest attractions is Three Oaks Recreation Area, located on pristine lakes with a beach, hiking trail, boat rentals, scuba diving, and much more. The Crystal Lake Park District oversees more than 1,600 acres of parks and open space.

The Cary community features 52 parks, along with recreation and open-space facilities within 862 beautiful acres. There are three golf courses, 1,445 acres surrounding Cary of county and state natural areas for hiking, cross-country skiing, camping, canoeing, fishing, picnicking and equestrian riding. There are 5.5 miles of bike paths, trails and connected greenways. Finally, an outdoor pool, a park band shell for entertainment and numerous athletic fields.

**PLACES OF WORSHIP** — There are places of worship in the community and surrounding area for all denominations.

**RETAIL** — Route 14 corridor is filled with big name retailers and restaurants, interspersed with many local specialty shops and dining places. Crystal Lake is known for its historic downtown which is thriving with an array of independent shops and restaurants.

**FRATERNAL AND PROFESSIONAL ORGANIZATIONS** — Crystal Lake Chamber of Commerce, Cary-Grove Chamber of Commerce, Manufacturing Pathways Consortium, McHenry County Economic Development.

**COLLEGES** — McHenry County College and Harper College.

**INDUSTRY** — Healthcare, Education, Manufacturing, and Retail.

## IDEAL CANDIDATE

Candidates will be evaluated on their professional merits and successful experience that demonstrates a good match for the district, with emphasis on the following, specified by the Board of Education. The Superintendent of our district should be an educational leader who:

- acts with integrity, fairness and in an ethical manner.
- collaborates with faculty and community members, responds to diverse community interests and needs, and mobilizes community resources.
- has excellent communication skills, including effective two-way communication practices, and consistently speaks and acts with transparency.
- ensures the management of the organization, operation and resources for a safe, efficient and effective learning environment.
- promotes the success of every student by facilitating the development, articulation, implementation and stewardship of a vision of learning that is shared by all stakeholders.
- has a willingness to innovate and encourage others to innovate, while remaining accountable to the Board of Education.
- advocates, nurtures and sustains a school culture and instructional program conducive to student learning and staff professional growth.
- has the ability to work cooperatively with all stakeholders.

**Successful experience working directly with students as a teacher or other certified support position is required.**

**Successful administrative experience is required.**

**Residence in the district is strongly preferred once employed.**

**Applicants will be required to provide responses to the following online application statements:**

1. Describe your experience in curriculum development and instructional implementation.
2. Describe your experience in school finance and budgeting.
3. Describe your experience in developing and monitoring goals for school improvement.
4. Describe your experience in building and sustaining productive relationships with stakeholders (board, staff, students, parents and community members).
5. Describe your experiences in working with a diverse population (socio-economic, cultural, ethnic, etc.).
6. Having read the ideal candidate section of the announcement of vacancy, why do you feel you are a match for this district?
7. Are you aware of the residency preference for this position?

This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Thomas F. Leahy, Director, Executive Searches, 217-528-9688, ext. 1153.

**FINANCIAL DATA**

EAV .....	\$ 2,705,254,056
Bonds Outstanding .....	\$ 15,086,064
Total Budget Revenue .....	\$ 95,438,000

**TAX RATE —**

Education .....	2.3650
Operations & Maintenance .....	0.1978
Transportation.....	0.0554
Working Cash.....	0.0000
I.M.R.F .....	0.0373
Bond & Interest .....	0.0537
Social Security.....	0.0510
Special Education .....	0.0687
TOTAL .....	2.8289

**THE BOARD OF  
EDUCATION**

The Community High School District 155 Board of Education is comprised of citizens dedicated to providing the best education possible for every student it serves. Board members establish sound written policies and expect the superintendent to function as the chief executive officer in implementing those policies.

**Name.....\*Years**

Adam Guss, President .....	7
Jason Blake, Vice President .....	5
Amy Blazier.....	7
Ron Ludwig.....	5
Nicole Pavoris.....	5
Dave Secrest .....	21
Tom Vaclavek.....	3

*\*Years served on the Community High School District 155 Board of Education.*

**APPLICANTS ARE REQUESTED NOT TO CONTACT BOARD MEMBERS.**

**Community High School District 155 is an equal opportunity employer, and the Illinois Association of School Boards is an equal opportunity employment search agency.**

**This Professional  
Superintendent Search  
is conducted by the**

