

Announcement of Vacancy Superintendent North Chicago CUSD 187

February 2026



MISSION STATEMENT

Our mission is to empower each child to write their own story of success, and to prepare each child, academically and socially, to pursue and realize their unique purpose.

ANNOUNCEMENT OF VACANCY

The Board of Education of North Chicago CUSD 187, North Chicago, Illinois is seeking qualified applicants for the position of Superintendent. The Board wishes to select a superintendent who will begin work on July 1, 2026.

The Board expects to offer a salary with a minimum of \$250,000 and a competitive benefits package including: tax-deferred annuity sick days, vacation days, personal days, health insurance, dental/vision insurance, life insurance, TRS/THIS contributions, and professional membership dues. It is anticipated that the total compensation package will be 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.

North Chicago CUSD 187 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.

A PROJECTED TIMELINE

Application Deadline:

March 25, 2026 by Noon (CST)

Candidates Presented to Board:

April 7, 2026

Board Interviews Candidates:

April 2026

New Superintendent Appointed:

April/May 2026

New Superintendent Begins:

July 1, 2026

APPLICATION INSTRUCTIONS

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://iasb.myrevelus.com>

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 12:00 p.m. (CST) March 25 2026, and upload the following **PDF 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 all education 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.)**

ALL UPLOADS MUST BE IN PDF FORMAT.

*Information on certification and licensure can be obtained by contacting the Illinois State Board of Education, Department of Educator Effectiveness, 100 North First Street, Springfield, Illinois 62777 or by visiting the ISBE website at www.isbe.net.

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?

GENERAL INFORMATION ON THE DISTRICT AND AREA

LOCATION – North Chicago is a community in the northeast corner of the state. The community is bounded by Lake Michigan to the east, Naval Station Great Lakes to the south, State Route 41 to the west, and Waukegan to the north. The district is positioned equidistant from downtown Chicago and downtown Milwaukee.

TYPE — PreK-12; 3,434 Students.

OFFICE — 2000 Lewis Avenue, North Chicago, IL 60064.

DISTRICT WEBSITE — <https://www.d187.org/>

STAFF — 6 Principals, 10 Assistant Principals, 253 Certified Faculty, 135 Non-Certified Staff.

CENTRAL OFFICE PERSONNEL — Superintendent, Chief Academic Officer, HR Director, Special Ed Director (housed at NCCHS, moving to South School), Facilities Manager (moving to South), Director of Multilingual Programs, Transportation Coordinator, Assistant Facilities Manager (moving to South), Assistant Finance Director, Accounts Payable person, Payroll Clerk, District Office Manager.

CURRICULUM — Our curriculum approach is grounded in Marzano's High Reliability Schools Framework prioritizing effective instructional practices and a guaranteed and viable curriculum. These priorities are put into practice by having a model of instruction in each school that's aligned with The New Art and Science of Teaching, by having priority standards identified, and by ensuring our students have consistent access to grade-level, standards-aligned instructional resources. Our teachers implement common formative assessments to monitor learning, adjust instruction, and respond to student needs. We're establishing and expanding systems to continuously strengthen instructional practices, offer students opportunities to own their learning, and use data to ensure progress toward mastery.

SPECIAL PROGRAMS — Gifted and Advanced programming for 3rd-5th grade students. Dual Language Instruction (English & Spanish) in K-6. After school enrichment activities. Tech Campus and Dual Credit through College of Lake County. Education Pathway. Work Study program.

SPECIAL SERVICES — IEP. We provide the following within the continuum of services for special education students PK-12 we offer LRE 1, 2, and 3 in district. For LRE 3 we have cross-cat. instructional, Learning Opportunities (LOP), and Educational Life Skills (ELS) programs. We are part of SEDOL Cooperative they provide us with support as it pertains to:

- Students who require LRE 04 and 08
- Medically fragile students
- Students that need more intensive supports as it pertains to behavior
- Students who have Autism and need intensive support

We provide professional development across the district as it pertains to:

- SEL/Behavioral health
- Inclusion topics
- Creation of an IEP
- The IEP process
- Case management training and support at each school

We are building our transition services and would like to build a transition and vocational program for our ELS Highschool students. This is one of our next steps to increase the continuum of service within North Chicago boundaries. This will allow our students to have more access to Voc. within their community rather than the community that SEDOL has the program located.

A big focus for us is parent involvement and engagement LEARN charter schools. We complete all state reporting. We review practices and give feedback if needed. Provide support when they are unable to meet student needs. Provide them with professional development as requested

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504 Plans

Each school is responsible for their 504 plans. The special education department reviews compliance and provides schools with their compliance list. We provide support to all schools as needed if there are any concerns or discrepancies or training that is needed.

Multilingual Department

The Multilingual Department provides leadership, advocacy, and support to district staff, students, and parents by promoting equitable access to language services for students from culturally and linguistically diverse backgrounds who have been identified as English Learners (ELs). There are over 1,400 ELs representing almost 50% of the district enrollment.



GENERAL INFORMATION ON THE DISTRICT AND AREA

FACILITIES —

- North Chicago Community High School (9-12)
- Neal Math & Science Academy (6-8)
- A. J. Katzenmaier Academy (4-5)
- Evelyn Alexander Elementary School (K-3)
- Forrestal Elementary School (K-3)
- Green Bay Early Childhood Center (PreK)
- Yeager Building, which houses LEARN 10 Charter School (K-8)
- LEARN 6 Charter School (K-8) operates from a building that is leased from the Navy

Non-school Buildings:

- Administration Building (District Offices)
- South Community Service Center (former elementary school that is currently being renovated into district offices)
- Maintenance Garage
- Former Lindbergh School and Novak-King School have been demolished.
- Former Hart Elementary School is currently abandoned

TRANSPORTATION — Contracted to outside vendor.

FOOD SERVICES — Contracted to outside vendor.

MEMBER OF — Special Education Cooperative of Lake County (SEDOL), Lake County Tech Campus, College of Lake County High School Alliance, Lake County Superintendents, National Association of Federally Impacted Schools, Large Unit District Association (LUDA), Military Interstate Children's Compact Commission (MIC3).

MEDICAL SERVICES — Nursing Services work directly with the District Nurse to ensure we are providing families and students with appropriate support as it pertains to: Vision and Hearing, Physicals and Vaccinations. We offer multiple clinics throughout the school year to ensure our students are healthy and ready to learn. We provide each school with a health aide and there is one floater health aide for support as needed (absences, records review, etc.).

RECREATION — North Chicago has its own beach and swimming area. A well-used biking and running trail bisects the city as well. Many recreational opportunities are within easy driving distance.

PLACES OF WORSHIP — The city of North Chicago is home to a wide array of churches.

RETAIL — North Chicago is positioned well to take advantage of retail options through Lake County and the wider region. There are many options in the vicinity of North Chicago.

COLLEGES/UNIVERSITIES — North Chicago is home to Rosalind Franklin University, a highly reputed medical school. College of Lake County is a key partner and is located a short drive from North Chicago. University of Lake County working and servicing our North Chicago students and community.

INDUSTRY — The industrial landscape is dominated by Abbott and AbbVie, biopharmaceutical companies that have been very involved with the school district over the past ten years. Other corporations in the area (Medline and Uline to name a few) have supported the district's work study program and philanthropic efforts. The Great Lakes Naval Base has supported the district with the construction of a new school.

FINANCIAL DATA

EAV (2024 Tax Year).....	\$289,856,084
Bonds Outstanding (1/26).....	\$ 34,849,528
Operating Budget.....	\$ 75,500,000
Total Budget.....	\$134,200,000

TAX RATE —

Education.....	3.3363430
Operations & Maintenance.....	0.0648183
Transportation.....	0.5453800
Working Cash.....	0.0313640
I.M.R.F.....	0.1219700
SEDOL IMRF.....	0.0015620
Tort.....	0.1916670
Special Education.....	0.5296980
Debt Service.....	0.4188450
Health Life Safety.....	0.0261370
PTAB/CE Recapture	0.0567250
TOTAL.....	6.1866630

THE BOARD OF EDUCATION

The North Chicago CUSD 187 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
Dr. Sylvia Johnson Jones, President.....	10
Sylvia Riley, Board Member.....	4
Amalia Gonzalez, Secretary.....	3
Veronica Collins, Board Member.....	1
Gerald Coleman, Board Member.....	1
Thomas Coleman, Board Member.....	1
Jasmin Castro, Board Member.....	1

**Years served on the North Chicago CUSD 187 Board of Education.*

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:

- Supports Equity and Cultural Responsiveness.
- Professional culture and staff support are especially important to Faculty/Staff and Administrators.
- Family and community engagement ranks highly among Parents and Staff.
- Inclusive and safe school environments are strongly emphasized by Parents and Staff.
- The Board prioritizes effective Board-Superintendent collaboration.
- Instructional leadership and curriculum support remain consistently important across groups.

North Chicago CUSD 187 seeks an equity-driven, student-centered superintendent who will build on the district's stability while accelerating academic achievement. The ideal candidate is a transparent communicator and collaborative partner who strengthens professional culture, supports staff and key education systems, ensures safe and inclusive schools, and aligns the district's work to measurable growth in student learning.

APPLICANTS ARE REQUESTED NOT TO CONTACT BOARD MEMBERS.



This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Dr. Carmen I. Ayala., Consultant Executive Searches, (630) 629-3776, ext. 1243.