

FINANCIAL RATES

EAV .....	\$ 202,216,060
Bonds Outstanding .....	\$ 24,193,587
Total Budget Revenue.....	\$ 24,127,075
<b>Tax Rates</b>	
Education .....	3.2621
Operations & Maintenance .....	0.4990
Transportation .....	0.2495
Working Cash.....	0.0471
I.M.R.F.....	0.0948
Tort Immunity.....	0.0998
Bond & Interest .....	0.5545
Social Security .....	0.1497
Other .....	0.0378
TOTAL.....	4.9943

BOARD OF EDUCATION

The Steger SD 194 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.

<b>Name.....</b>	<b>Years</b>
Michele Helsel, President .....	22
Susan Finnin Edwards, Vice President.....	22
Beth Butkus, Secretary.....	3
Jill Martin Raymond, Board Member .....	20
Karen Turner, Board Member.....	8
Nicholas Hutchison, Board Member .....	1
Buffy Garcia, Board Member .....	1

\*Years served on the Steger SD 194 Board of Education.

IDEAL CANDIDATE

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

- Advocates, nurtures, and sustains a school culture and instructional program conducive to student learning and staff professional goals
- 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
- Acts with integrity, fairness, and in an ethical manner
- Collaborates effectively, responds to diverse community interests and needs, and mobilizes community resources
- Has experience in planning both long- and short-range district goals with the Board of Education
- Is a strong, innovative, and strategic leader
- Has experience with and knowledge of Professional Learning Communities

**Teaching and principal experience required**

**Successful superintendent experience preferred**

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

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://www.applitrack.com/IASB/onlineapp>

Applicants should establish a username and password and 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) November 30, 2023, 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 all education positions, educational vision and goals, personal leadership philosophy, and their reasons for 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 or university attended (Redact/remove 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 - Redact/remove birthdate before uploading this document.)

\*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](http://www.isbe.net).

Announcement of Vacancy

# Superintendent

## Steger SD 194



MISSION STATEMENT

*To ensure all students, staff and stakeholders learn and grow together as a community*

*“Learning and growing together”*

**October 2023**

ANNOUNCEMENT OF VACANCY

The Board of Education of Steger SD 194, Steger, Illinois, is seeking qualified applicants for the position of Superintendent. The Board wishes to select a superintendent to begin work on July 1, 2024.

It is anticipated the total compensation package will be regionally competitive and 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.

GENERAL INFORMATION

**Location**  
Steger School District 194 is based in the Village of Steger, about 30 miles south of Chicago’s Loop with boundaries that extend into South Chicago Heights, Park Forest, Sauk Village and Crete. It encompasses an area of eight square miles. The district is located in both Cook and Will Counties. The Board of Education provides a sound program in subjects and disciplines that stimulate a desire for learning.

**Type**  
PreK-8, 1,450 Students

**Office**  
3753 Park Avenue, Steger, IL 60475

**Staff**  
3 Principals, 2 Assistant Principals,  
137 Teachers, 103 Support Personnel

**Central Office Personnel**  
Superintendent, Assistant Superintendent of Finance and Operations, Assistant Superintendent of Teaching and Learning, Director of Special Education, and office support personnel

**Curriculum**  
A robust academic curriculum is provided to meet the learning and social-emotional needs of all students. New phonics, ELA, and math programs have been/are being implemented. The district is

committed to the PLC process and high levels of learning for all students. Teachers have identified the essential standards and implemented the common core shifts in all subjects. Grade-level teams meet weekly with a strong focus on using student data to plan and inform instruction. Daily time is provided for systematic interventions and enrichment. Assessment data are analyzed to determine the precise area of need for each student.

**Special Programs**  
To support the PLC process, the district has devoted teacher contractual time outside of the regular school day for collaborative teams to closely monitor and analyze student data to inform instruction and provide students with differentiated instruction. Each school’s RTI team conducts progress monitoring for students who require additional interventions. The district offers the following K-8 programs: after-school academic programs and tutoring; summer school; after-school STEM program; STEM summer school program; and a two-year new teacher mentor program.

**Special Services**  
Approximately 14% of students receive special education services through an IEP. The district currently offers resource, self-contained, and co-teaching instructional services, as well as all related services when applicable. A number of public and private placements are utilized to serve students with low incidence disabilities and significant needs that cannot be accommodated within our district buildings.

**Facilities**  
**Steger Primary Center** – PreK-1st grade Renovations completed in 2017  
**Steger Intermediate Center** – Grades 2-4 Renovations completed in 2016  
**Columbia Central Middle School** - Grades 5-8 New school built in 2005  
**Warehouse** – Maintenance

**Transportation**  
The district contracts for transportation.

**Food Service**  
Food is prepared at each school building.

**District Website**  
www.sd194.org

**Medical**  
In addition to the greater Chicago medical centers, regional hospitals include Franciscan Hospital Olympia Fields, IL, and Franciscan Hospital Dyer, IN.

**Recreation**  
Many golf courses, parks, and youth athletics and activities are available in the area.

**Places of Worship**  
Churches of many denominations including St. Liborius Catholic Church, Living Well Christian Church, Immanuel Lutheran, and First Apostolic Church of Steger are available in the area.

**Retail**  
The region includes many restaurants and shops.

**Colleges**  
Prairie State College, Chicago Heights, IL  
Governors State University, University Park, IL

This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Patricia Sullivan-Viniard, Ed.D. Director, Executive Searches, 630-629-3776, ext. 1240

PROJECTED TIMELINE

**Application Deadline**  
November 30, 2023 by Noon (CST)

**Candidates Presented to Board**  
December 2023

**Board Interviews Candidates**  
December 2023 and/or January 2024

**Superintendent Appointed**  
Anticipated January 2024

**Superintendent Begins**  
July 1, 2024

- 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 all stakeholders - board, staff, students, parents and community members.
  5. Describe your experiences in working with a diverse population for example 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?

**Steger SD 194 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.**