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# Superintendent of Schools



## MISSION STATEMENT

*Maximize the growth and achievement of every student through rigor, support, and innovation*

**Warren Township High  
School District 121  
Gurnee, Illinois**

**July 2021**

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## ANNOUNCEMENT OF VACANCY

### A PROJECTED TIMELINE

### THE SCREENING TEAM

### APPLICATION INSTRUCTIONS

The Board of Education of Warren Township High School District 121, Gurnee, Illinois is seeking qualified applicants for the position of Superintendent of Schools. The Board seeks to select a superintendent who will begin work on July 1, 2022. The total compensation package will be regionally competitive and based on successful experience and education. It is expected the initial contract will be for a multi-year period, as authorized by Illinois statutes.

**Application Deadline: October 15, 2021**

**Candidates Presented to Board: October 26, 2021**

**Board Interviews Candidates: November/December, 2021**

**New Superintendent Appointed: December, 2021 / January, 2022**

**New Superintendent Begins: July 1, 2022**

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:

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

**Al Molby**, Consultant, Executive Searches,  
Illinois Association of School Boards, Lombard, Illinois.

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 (CST), October 15, 2021 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. (Be sure to 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. (Be sure to 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).

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

## GENERAL INFORMATION ON THE DISTRICT

**LOCATION** — Warren Township High School District 121 is in the center of Lake County, Illinois.

- The District Office is located at 34090 Almond Road, Gurnee, Illinois
- The Almond Campus is located at 34090 N. Almond Road, Gurnee, Illinois
- The O'Plaine Campus is located at 500 N. O'Plaine Road, Gurnee, Illinois
- The Transportation Center is located at 3901 Swanson Court, Gurnee, Illinois

**TYPE** — Grades 9-12; 3,891 Students.

**OFFICE** — 34090 N. Almond Road, Gurnee, IL 60031.

**SIZE** — Over 50 square miles.

**CENTRAL OFFICE PERSONNEL** — 1 Superintendent of Schools, 1 Associate Superintendent for Student Services, 1 Assistant Superintendent for Instructional Services, 1 Assistant Superintendent for Business Services and Operations, 1 Director of Special Education, 1 Special Education Supervisor, 1 Director of Athletics, 1 Assistant Director of Athletics and Director of Activities, 1 Director of Facilities, 1 Director of Transportation, 3 Administrative Assistants, 4 Business Office personnel.

**BUILDING-LEVEL STAFF** — 2 Principals, 2 Associate Principals, 2 Assistant Principals, 6 Deans of Students, 240 Teachers, 73 School Support Personnel.

Warren Township High School District 121 is a comprehensive four-year high school with an enrollment of approximately 3,900 students. WTHS is one of the largest high schools in Lake County, Illinois. The school district covers over 50 square miles and includes all or part of Beach Park, Gages Lake, Grandwood Park, Grayslake, Gurnee, Millburn, Old Mill Creek, Park City, Third Lake, Wadsworth, Waukegan, and Wildwood. The diverse district includes suburban and more urban neighborhoods.

## THE DISTRICT

**CURRICULUM OVERVIEW AND HIGHLIGHTS** — Warren Township High School is proud to deliver a comprehensive and diverse academic program with over 267 courses that meet the needs of approximately four thousand hardworking students. WTHS is dedicated to providing the highest quality curriculum, classroom instruction, and extracurricular activities for students. From the 25 Advanced Placement courses, 37 honors courses, and a four-year Project Lead the Way Program, WTHS provides excellence for our students and community.

The commitment of its effective and talented faculty and staff is demonstrated by their outstanding instruction, support, and services provided to students daily. WTHS remains committed to its mission of maximizing the growth and achievement of every student through rigor, support, and innovation.

**SPECIAL PROGRAMS** — Warren Township High School has a long history of excellence in its extra-curricular and co-curricular programs for students, which include 30 athletic sports and 58 clubs and activities. WTHS has seen many successes at both the local, state, and national levels.

**SPECIAL SERVICES** — WTHS District 121 follows the Illinois State Board of Education's Procedures and Criteria to determine eligibility for Special Education Services. Eligibility is based on data identifying significant deficits affecting educational performance of grade level standards. Not all students with disabilities require an IEP (Individualized Education Program) designed to provide specialized instruction under IDEA, and their needs may be met with 504 plan accommodations.

If a student has been found eligible for special education services, an IEP is developed. District 121 offers a continuum of services and placements that meet the needs of our diverse learners in the least restrictive environment. This continuum of services and placement includes:

- General education, honors, and advanced placement courses with accommodations
- Co-taught classes
- Supervised study hall
- Instructional cross categorical classes
- Self-contained special education programs
- Transition Programming
- Extended School Year programming (as identified by the IEP team)
- Therapeutic day schools
- Residential settings

Students with disabilities may receive related services as part of their IEPs.

**FACILITIES (buildings and grades housed in each)** — Warren Township High School is a one high school district with two campuses. Each campus houses two grade levels. The O'Plaine Campus generally houses 9th and 10th grades, and the Almond Campus generally houses 11th and 12th grades.

**TRANSPORTATION** — Warren Township High School District 121 and Gurnee School District 56 share a transportation center and provide transportation for general and special education students.

**FOOD SERVICE** — Due to the availability of federal funding from the U.S. Department of Agriculture, WTHS will be participating in a free breakfast and lunch program for all students for the 2021-2022 school year. The program is called the Seamless Summer Option. All students are eligible to receive breakfast and lunch meals following the guidelines from the National School Lunch Program/School Breakfast Program meal choices.

WTHS and Quest Food Management Services are working together to participate in this one-year opportunity to provide meals on our campuses for all students.

**MEMBER OF** — The District participates in the following joint programs and intergovernmental agreements:

- Special Education District of Lake County (SEDOL)
- Lake County Technology Campus
- Illinois Virtual High School
- Woodland School District 50
- Gurnee School District 56
- Millburn School District 24
- Lake County Regional Office of Education
- Village of Gurnee
- Lake County Sheriff's Office
- Gurnee Police Department
- Warren Newport Public Library
- Gurnee Park District
- Warren Township Center
- College of Lake County
- Illinois Association of School Boards
- Illinois Association of School Administrators
- Illinois Principals Association

**DISTRICT WEB SITE** — <http://www.d121.org>

**COLLEGES/UNIVERSITIES/HIGHER EDUCATION** —

- College of Lake County
- University Center of Lake County
- DeVry Institute
- Columbia University

**RETAIL** — Vast shopping options are available, including Gurnee Mills, as well as many surrounding retail opportunities.

**MEDICAL FACILITIES** — There are numerous acute medical centers and medical offices located throughout the WTHS community.

**CULTURAL** — The Warren-Newport public library provides services and programs for individuals of all ages. The library is located next door to the O'Plaine Campus.

**RECREATION** — There are many recreational activities and amusement destinations in the community and surrounding areas, including Six Flags Great America, Great Wolf Lodge, many golf courses, and more. The Gurnee Park District and the Warren Township Center have a variety of facilities and programming for individuals of all ages. In addition, there are many neighborhood parks and numerous restaurant options.

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

**FRATERNAL AND PROFESSIONAL ORGANIZATIONS** — Examples include Gurnee Chamber of Commerce, Rotary of Gurnee, and Exchange Club of Gurnee.

## 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.
- Advocates, nurtures and sustains a school culture and instructional program conducive to student learning and staff professional goals.
- Has the ability to interpret complex educational and financial data to the Board, staff, and community.
- Collaborates with faculty and community members, responds to diverse community interests and needs, and mobilizes community resources.
- Has the ability to maximize financial and human resources in support of educational programs in the district.
- 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 experience in planning both long- and short-range district goals with the Board of Education.
- Ensures the management of the organization, operation and resources for a safe, efficient and effective learning environment.
- Has the ability to work cooperatively with all stakeholders.

**Previous successful experience as a teacher and principal is required.**

**Previous successful superintendent experience is preferred.**

**Residency in the district is not required.**

**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. If Applicable: Are you aware of the residency requirement or preference for this position?

## FINANCIAL DATA

Equalized Assessed Valuation .....	\$2,235,442,671
Bonds Outstanding.....	\$82,865,000
Total Budget .....	\$72,581,420 (expenditures)
.....	\$71,712,110 (revenue)

### TAX RATE:

Education .....	1.485371
Operation .....	.268193
Transportation .....	.132033
Working Cash .....	.002477
Municipal Retirement.....	.035071
Tort Immunity .....	.041260
Bond & Interest.....	.181126
Social Security .....	.035071
Special Education.....	.022694
Other: Spec Ed District of Lake County .....	.005795
<b>TOTAL .....</b>	<b>2.231785</b>

## THE BOARD OF EDUCATION

The Warren Township High School District 121 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>
Paul Schulz, President.....	5
John R. Anderson, Vice President.....	17
Bency Beals, Secretary.....	3
Katherine Blair.....	2
Tony DeMonte .....	3
Thomas Drake .....	7
Natalia Alvarez Martinez .....	1

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

**Warren Township High School District 121 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**

