

FINANCIAL DATA

EAV.....	\$ 49,533,393
Bonds Outstanding.....	\$ 3,513,968
Total Budget Revenue.....	\$ 4,010,247
TAX RATE —	
Education.....	4.2334
Operations & Maintenance.....	0.6328
Transportation.....	0.4548
Working Cash.....	0.0490
I.M.R.F.....	0.0020
Tort Immunity.....	0.0594
Bond & Interest.....	1.1001
Fire Prevention, Safety.....	0.0000
Social Security.....	0.0988
Special Education.....	0.0020
Other.....	0.0020
TOTAL.....	6.6363

THE BOARD OF EDUCATION

The Paw Paw CUSD 271 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/principal to function as the chief executive officer in implementing those policies.

Name	*Years
Jason Penman, President.....	12
Kristel Schlorff, Vice President.....	4
Dawn Foster, Secretary.....	4
Danielle Allen	1
Todd Schrader	1
Theresa Coomer.....	1
Kim Torman	1

**Years served on the Paw Paw CUSD 271 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/Principal 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 growth.
- 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.
- ensures the management of the organization, operation and resources for a safe, efficient and effective learning environment.
- collaborates with faculty and community members, responds to diverse community interests and needs, and mobilizes community resources.
- has a willingness to innovate and encourage others to innovate, while remaining accountable to the Board of Education.
- has experience in planning both long and short range district goals with the Board of Education.

Previous successful teaching and administrative experience is required.

Residence in the district once employed is 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 will need to establish a user name 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) January 4, 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 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).**

*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.

**Announcement of Vacancy
Superintendent/
K-8 Principal
of Schools
Paw Paw CUSD 271**



MISSION STATEMENT

The members of the entire school community are committed to collaborating with each other so that all students are provided with high quality, rigorous educational experiences to ensure students have the academic, social, and emotional skills necessary to be successful in a diverse, global environment.

November 2020

ANNOUNCEMENT OF VACANCY

The Board of Education of Paw Paw CUSD 271, Paw Paw, Illinois is seeking qualified applicants for the position of Superintendent/K-8 Principal of Schools. The Board wishes to select a superintendent/principal who will begin work on July 1, 2021.

It is anticipated that the total compensation package will be based on successful experience and education as negotiated with the final candidate.

GENERAL INFORMATION ON THE DISTRICT AND THE AREA

LOCATION – Paw Paw CUSD #271 is located in the community of Paw Paw which is in north central Illinois just off of Interstate 39. Paw Paw is located in Lee County and the population is approximately 850.

TYPE — K-12; 101 students in grades K-8 at Paw Paw and 60 students in grades 9-12 who attend high school at Indian Creek in Shabbona.

DISTRICT — Paw Paw School is located at 511 Chapman Street and houses students in grades K-8. The district office is located at the same address.

STAFF —17 teachers, 15 support staff, adding an instructional coach for the 2021-2022 school year.

CENTRAL OFFICE PERSONNEL — superintendent/principal, bookkeeper, school secretary, administrative assistant/transportation coordinator, technology director.

CURRICULUM — The Paw Paw CUSD #271 curriculum is aligned with the Illinois State Learning Standards. The focus of the curriculum in grades K-5 is on reading, language arts, and mathematics. Learning blocks have been incorporated into the schedule for both reading/language arts and mathematics. Elementary students are provided opportunities to participate in physical education, agriculture, STEM, and music. A social and emotional learning curriculum has also recently been implemented.

The curriculum in grades 6-8 at Paw Paw School is delivered in traditional classes including English/language arts, mathematics, science, and social studies. Learning blocks that emphasize English/Language Arts and math have been implemented. Junior high students are provided additional opportunities in physical education, agriculture, and music. As with the elementary grades, a social and emotional learning curriculum has recently been implemented.

Technology is an important learning tool at Paw Paw School. All students are provided with Chromebooks and teachers are continually working on technology projects and applications so that technology is an integral part of the instructional process. All classrooms are equipped with interactive whiteboards to support teaching and learning.

Student progress at Paw Paw School is monitored using the Star assessment program that is administered three times per year. Other assessments include the Illinois Assessment of Readiness and Illinois Science Assessment. A response to intervention program is in the process of being implemented to identify students in need of more academic assistance. A period called What I Need (WIN) has been incorporated into the schedule to provide time for teachers to implement interventions for identified students.

SPECIAL SERVICES — Paw Paw CUSD #271 provides comprehensive services for K-8 students who are identified with a disability according to the Individuals with Disabilities Education Act. The district is a member of the Lee County Special Education Association.

TRANSPORTATION — The district leases buses necessary to transport students to and from school. Transportation is also provided for high school students attending Indian Creek High School and out-of-district special education programs. The district's bus drivers are employed by the district.

FOOD SERVICES — The district operates a full service cafeteria with lunch prepared by school district staff members.

DIST. WEBSITE — www.2paws.net

MEMBER OF — Illinois Association of School Boards, Illinois Principals Association, Illinois Association of School Administrators, Illinois State Board of Education, and Regional Office of Education #47.

MEDICAL — OSF St. Anthony Hospital (Mendota).

CULTURAL — Paw Paw Public Library.

RECREATION — Shabbona Lake State Park is located 10 miles from Paw Paw and provides residents with fishing and camping opportunities. Numerous golf courses are located within easy driving distance of Paw Paw.

PLACES OF WORSHIP — Paw Paw United Methodist Church, First Presbyterian Church, Paw Paw Bible Church.

FRATERNAL AND PROFESSIONAL ORGANIZATIONS — The Lions Club is very involved in community activities including a Labor Day celebration that is attended by people from all over north central Illinois.

COLLEGES — Kishwaukee Junior College (Malta) and Northern Illinois University (DeKalb).

INDUSTRY — Paw Paw is located in a rural area with agriculture being the primary industry in the area.

A PROJECTED TIMELINE

Application Deadline:
January 4, 2021 by Noon (CT)

Candidates Presented to Board:
January 2021

Board Interviews Candidates:
January / February 2021

New Superintendent Appointed:
By the end of March 2021

New Superintendent Begins:
July 1, 2021

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. Residence in the district once employed is preferred. What is your plan in regard to residence?

Paw Paw CUSD 271 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.

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.

