



District Profile

The Board of Education of the Forest Hills Public Schools is conducting a search for its next superintendent. It is expected that the superintendent will be in place by July 1, 2024.

Our District

The Forest Hills Public School District provides educational services to over 9,100 students in three attendance areas, Central, Northern, and Eastern, each with its own high school. Along with three high schools, the district has five K-4 elementary schools, two K-5 elementary schools, one K-4 Spanish immersion school, two 5/6 schools, one 5/6 environmental school, one 6-8 middle school, two 7-8 middle schools, and an alternative/flex program. Additionally, the district maintains a state-of-the-art fine arts center, an aquatic center, and a senior center, which service our residents, families, students, and staff. The Forest Hills district encompasses approximately 68 square miles in picturesque West Michigan.

We believe that moderately sized schools and reasonable class sizes, often lower than 25:1, help the district feel smaller and enable us to stay more connected. Proof of our commitment to academic excellence can be found in the immense resources and programs available to students and their families including multiple AP classes, Spanish and Chinese Immersion programs, Project NEXT, STEM, and an environmental school. The district offers our students a wide range of opportunities in the classroom, on the athletic fields, in the visual and performing arts, and in the community to help prepare them as lifelong learners.

Forest Hills Public Schools staff is committed to knowing every student's interests and gifts and providing educational opportunities to maximize each student's preparation for the future. Every employee plays an integral role in education and positively impacts our students' lives. In Forest Hills, our Board of Education leads the way in making decisions based on "what's best for kids." We are committed to our vision of "all learners achieving individual potential."

Our Community

Forest Hills is located approximately 10 miles east of downtown Grand Rapids, Michigan. It has the convenience of being within a short distance of a thriving, vibrant, and culture-filled city, yet is considered a suburb which allows for a smaller, quaint hometown feel. Forest Hills encompasses Ada, Cascade, Grand Rapids Townships, and a few other municipalities. Our boundaries contain many parks, endless miles of bike paths, beautiful tree-lined neighborhoods, and endless shopping, eating, and entertainment establishments. Residents enjoy access to incredible museums, gardens and sculpture parks, a world-class symphony, medical and health care facilities, vibrant festivals, and more. For the sports enthusiast, there are 46 golf courses within a 15-mile radius of Grand Rapids, and many opportunities for kayaking, fishing, and boating. Grand Rapids is also home to the Grand Rapids Griffins, West Michigan Whitecaps, and the Grand Rapids Gold. Finally, residents love the proximity to Lake Michigan where many spend hot summer days on the beaches, swimming, relaxing, and exploring the dunes.

The Forest Hills area continues to be a thriving place to live. According to a recent housing market study, homes in Forest Hills sell after nine days on the market on average. Forest Hills is an exceptional place to live, grow, work, play, raise a family, learn, explore, be involved, and call “home.”

Points of Pride

- FHPS strives for an overall teacher/student ratio of less than 25:1.
- All three high schools are ranked among the top public schools in Michigan and the nation, according to the U.S. News & World Report.
- All three high schools received recognition on the 2023 AP School Honor Roll.
- FHPS students annually earn National Merit recognition.
- School counselors, social workers, psychologists, speech pathologists, occupational therapists, physical therapists, resource room teachers, special education teachers, mental health liaisons, and many more professionals are part of the FHPS staff to help all learners.
- FHPS offers a Multi-Language Learner program.
- Over 60 different languages are spoken as the primary language for students attending FHPS.
- FHPS offers two traditional preschool programs and many before- and after-school care programs.
- Spanish and Mandarin Chinese Immersion Programs are offered at a K-12 level.
- FHPS has a dedicated environmental school opportunity for fifth and sixth graders.
- There are 215 face-to-face courses offered in our high schools, inclusive of a wide range of exploratory classes.
- FHPS offers 27 in-person AP courses offered and one AP Capstone High School.
- Approximately 100 high school students each year receive Michigan’s Seal of Biliteracy.
- Positive Behavior Interventions and Supports have been implemented throughout the district.
- Approximately 95 percent of our graduates pursue post-secondary education.
- FHPS offers a state-of-the-art performing arts center where schools hold performances and professional shows are performed.
- FHPS has excellent high school athletic teams; art, music, and drama programs; clubs and special interest organizations; and established service opportunities that provide students the chance to excel in areas beyond academics.
- The district continues to receive the Aa2 rating with Moody’s Investors Services, with strong financial management being a contributing factor. This is the highest financial rating of a public school in Michigan.

- For the last 25 years, FHPS has received the Certificate of Excellence in Financial Reporting from the Association of School Business Officials International for its annual comprehensive financial reports. FHPS is one of 17 schools that received this award this year out of 538 public school districts and 295 charter schools in the State of Michigan.
- FHPS has a supportive education foundation, supportive booster and PTO groups, and a community with involved families, staff, businesses, and organizations.
- The FHPS community continues to support the school district as a \$340 million bond issue and an increase in the operating millage were approved in November.

District Demographics

Enrollment: 9,167

Instructional Staff: 571

- 471 with a Master's degree or higher
- Average years of service: 14 years
- Approximately 93% retention rate for 2022-23

Support Staff: 483

Administrators: 42

Foundation Grant: \$9,608

Debt Retirement Millage: 6.05 mills

General Fund Budgeted Expenditures: \$129.9MM

June 30, 2023, Fund Balance: \$18.56MM (13.64%)

Qualifications

- Michigan Administrative Certificate, or equivalent
- Minimum of a Master's Degree in Educational Leadership or related field; Doctorate preferred
- Minimum of five years of experience as a teacher and five years of experience as a school administrator; Superintendent experience preferred

Candidate Profile

The FHPS Board of Education is in pursuit of candidates who exemplify the following leadership traits:

- Embodies the highest level of personal and professional ethics
- Exceptional communicator with skills in writing, public speaking, and public relations
- Builds trust through transparency with clear, concise and consistent communication
- Demonstrates knowledge of and experience with effective curriculum, instruction, professional development, assessment, and best practices in education
- Committed to a philosophy of continuous improvement through collaboration, data-driven decision-making, and evidence-based practices

- Able to set a vision, and implement successful systems to achieve that vision through collaboration, creative problem-solving, intelligent risk taking, and team building
- Values all school employees, listens to their concerns, and encourages growth through professional development
- Sets high expectations for self and others; delegates and supports decisions made by others, and holds staff at all levels accountable
- Ability to build consensus in an environment of differing perspectives
- Immerses themselves into the community and is visible and approachable
- Knowledge of and experience in public school finance, including bond issues, sinking funds, and enhancement millages
- Advocates on political issues at the local, state, and federal levels
- Inspirational leader that will create an inclusive culture where staff and students thrive in an atmosphere of educational and extracurricular excellence

Salary and Contract Information

The Board will offer a regionally competitive comprehensive, multi-year contract with a salary commensurate with experience.

Application Procedure

- Interested candidates should complete and submit the Michigan Leadership Institute on-line application found at www.mileader.org or <http://www.applitrack.com/mileader/onlineapp>.
- Completed on-line applications must be submitted no later than 4:00 PM on Friday, February 2, 2024.
- No “hard copy”, fax or email copies accepted. All materials will be treated confidentially through the screening process **only upon the written request of the candidate**.
- All questions regarding the search should be submitted to David Killips, Regional President, Michigan Leadership Institute, 734-320-6572, dkkillips@gmail.com.

Applicants are advised not to make direct contact with any member of the Board of Education

Search Timeline

- Application deadline – 4:00 PM, Friday, February 2, 2024
- Selection of candidates for first interviews – February 13, 2024
- First Round Interviews – March 4, 5 and 6, 2024
- Final Interviews – March 19 and/or 20, 2024
- Site or in-district visit – To be determined
- Start date – July 1, 2024

The Board may make exceptions to this profile, process and/or timeline to ensure selection of the best possible candidate. The services of Michigan Leadership Institute have been secured to assist the Board in the

search process and in the screening of candidates. The Board of Education will make all decisions concerning the process, evaluation of candidates, and appointment of the successful candidate.

Board of Education

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The superintendent search will be conducted with due regard to the Michigan Open Meetings Act (Public Act 267 of 1976) requirement of open meetings for all public body deliberations, decisions, and interviews.

Forest Hills Public Schools is an equal opportunity employer