

# Position Announcement



## Superintendent of Schools

**The Board of Education of Wayne-Westland Community Schools  
is conducting a search for its next Superintendent.**

**It is expected that the new Superintendent will be prepared to start  
on July 1, 2026.**

### The School District

Wayne-Westland Community Schools is a proud and historic district located in Wayne County, Michigan. As we say in Wayne-Westland, *"Great Futures Start Right Here."* Our mission - developed in partnership with parents and the six communities we serve (Wayne, Westland, Canton, Inkster, Romulus, and Dearborn Heights) - is to educate and prepare all students to become knowledgeable, responsible, and contributing members of a global society.

With an enrollment of approximately 9,452 students, Wayne-Westland is one of the largest school districts in Michigan. We operate 10 elementary schools, three middle schools, and two comprehensive high schools, along with an early childhood center, an alternative education campus, a state-of-the-art career and technical center, and a senior citizen center.

The District employs 1,658 staff members, including 733 teachers, 75 administrators, and a dedicated team of support staff in secretarial, paraprofessional, custodial, maintenance, transportation, and food service roles - all employed directly by Wayne-Westland Community Schools. Our annual operating budget is \$143.7 million, with a per-pupil foundation allowance of \$10,050 and a projected fund balance of \$33.5 million.

## **District Points of Pride**

- A richly diverse student body, staff, and community
- A wide range of programs and services designed to support the unique needs of all learners
- Wayne-Westland Early College, enabling students to earn college credits - up to an associate degree - while still in high school
- Wayne-Westland Innovative Academy, offering fully virtual asynchronous learning and hybrid (in-person and virtual) options for students in grades 6–12
- Wayne-Westland STEM Center, providing hands-on, project-based learning opportunities
- William D. Ford Career Technical Center, an award-winning regional CTE facility
- A renovated planetarium at John Glenn High School
- Up-to-date, accessible technology used as an integral instructional tool throughout the District
- Dedicated, loyal staff who care deeply about students and the Wayne-Westland community
- Numerous multi-generational families and staff members who have longstanding ties to the District
- Strong community support and enduring local partnerships
- A voter-approved \$125 million bond proposal (November 2025) to support continued growth and improvement

## **Qualifications**

- Educational administrative experience
- Master's degree in related field; advanced degree (e.g., Ed.S., Ed.D., Ph.D.) preferred
- Michigan Administrative Certificate or equivalent
- Broad and diversified work experience; classroom experience preferred
- Alternative qualifications as deemed acceptable by the Board of Education

## **Candidate Profile**

Wayne-Westland Community Schools is seeking a dynamic, visionary, and inspirational superintendent who exemplifies the following qualities:

- Demonstrates integrity and strong ethical standards in all actions and decisions
- Is approachable, visible, and accessible to students, staff, families, and the community
- Possesses strong financial acumen, ensuring the District's financial health, stability, and long-term sustainability
- Attracts, develops, and retains students and high-quality staff
- Holds self and others to high standards of performance and accountability

- Is deeply student-centered, consistently placing students at the forefront of decision-making
- Ensures a safe, secure, and supportive learning and working environment
- Treats all individuals with dignity and respect
- Leads with kindness, empathy, professionalism, and authenticity
- Builds trust and fosters collaboration, teamwork, and consensus among diverse stakeholders
- Maintains a whole-child focus, supporting the academic, social, and emotional development of every student

### **Salary and Contract Information**

The Board of Education will offer a comprehensive, multi-year contract. Salary and benefits will be commensurate with the skills and experience of the successful candidate, with a salary range of \$235,000-\$250,000.

### **Application Procedure**

Interested candidates should complete and submit the Michigan Leadership Institute online application found at [www.mileader.com](http://www.mileader.com) or <http://applitrack.com/mileader/onlineapp>.

Completed online applications must be submitted **no later than Monday, February 23, 2026 at 4:00 p.m.** No “hard copy,” faxed or emailed copies will be accepted. Materials will be treated confidentially through the screening process only upon the written request of the candidate.

All questions regarding the search process should be directed to the search consultant, MLI Regional President John Silveri, at (248) 420-9354 or [jsilverimli@gmail.com](mailto:jsilverimli@gmail.com).

### **Search Timeline**

**Application deadline:** February 23, 2026, 4:00 p.m.

**Selection of Candidates for Interview:** March 2, 2026

**First Round Interviews:** March 16-18, 2026

**Second Round Interviews:** March 24-25, 2026

**District Tours/Meet & Greet:** March 26, 2026

**Candidate Selection by Board of Education:** April 7, 2026

**Start Date:** July 1, 2026

This 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.

The Board of Education may make exceptions to this profile, posting, process and/or timeline to ensure selection of the best possible candidates as determined solely by the Board. The services of Michigan Leadership Institute have been secured to assist the Board in the search process and in the screening of candidates. However, the Board of Education will make all decisions with respect to process, evaluation of candidates, selection of candidates to be interviewed and appointment of the successful candidate. Candidates should not contact members of the Board directly.

**Board of Education**

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***Wayne-Westland Community Schools is an Equal Opportunity Employer***