

# Announcement Of Superintendent Vacancy Gary, Indiana



The Gary Community School Corporation (GCSC) of Gary, Indiana is seeking a superintendent to guide the district and community in its continuing quest for excellence for all beginning July, 1, 2024 as its financial distress status concludes. The five-member Board of Education, District Manager and Gary community at large are looking for a dynamic, engaging, transformative leader with a proven track record of success. The Superintendent's primary task will be to champion the district's vision of remaining "the premiere educational system providing an enriched academic and multi-cultural learning environment that prepares our students to pursue the accomplishment of life goals". GCSC fosters a high-quality education in a safe and orderly learning environment that ensures the acquisition of knowledge, skills, and values necessary to be productive and responsible citizens in a global, technological society. GCSC's mission is "doing what is best for students ... today, tomorrow, every day".

GCSC believes that educating students is vital to the sustainability and growth of the community. Educational excellence and opportunity requires committed students, teachers, administrators, parents, and school board members.

Mutual respect and support are expected from teachers, staff, administrators and students. Learning occurs best in a safe, orderly and secure environment. GCSC strives to provide all children with the care and support they need so they can develop optimally. It incorporates the broadest possible form of good and appropriate education for every child. GCSC is committed to providing a happy and safe environment in which children can to learn.

**Community:** Gary is a city in Lake County, Indiana, United States. It is considered a quiet town that is constantly changing. The city has been historically dominated by major industrial activity and is home to U.S. Steel's *Gary Works*, the largest steel mill complex in North America. Gary is located along the southern shore of Lake Michigan about 25 miles (40 km) southeast of downtown Chicago, Illinois. The city is adjacent to the Indiana Dunes National Park, and is within the Chicago metropolitan area. As a part of the rust belt region, there are areas of industry and multiple influences that can be seen from the aesthetics of the buildings on the main roads. It gives the whole town a historical atmosphere.

**District:** GCSC "is strong, resilient and built for education". A Pre-K-12 district, it serves just over 4,000 students in a Pre-K Early Childhood Development Center, five elementary schools, two middle schools and one high school. The "Path Forward Plan" focuses on continuing to improve academics, community engagement, fiscal matters, and operations in the district. The plan includes a continual community feedback process designed to communicate the progress of the 29 measures of success outlined in the plan document.

While the majority of the student population is African American, GCSC's "...mission is to prepare each and every student to be successful after graduation." GCSC believes that offering more career pathways will help prepare their students for college and beyond.

**Qualifications:** A successful candidate will demonstrate past leadership in educational systems within a diverse community; possess a track record of building productive relationships with a broad range of stakeholders, communities, and partners; exhibit superior communication and management skills; document fiscal acumen in a district setting; success working with political leaders; and exhibit an unmatched commitment to equity for all students and families.

**Application and Selection:** GCSC has partnered with BWP & Associates to recruit, recommend and hire a new Superintendent. Individuals who wish to be considered for this position should apply at [www.bwpassociates.com/searches](http://www.bwpassociates.com/searches).

An application should include a cover letter, a current resume, and four letters of reference/recommendation with current contact information.

**Deadline and Timeline:** Letters of application and other required materials must be received by BWP & Associates no later than **March 9, 2024**. Start date and compensation package will be subjects of negotiation.

For additional information, please contact BWP search consultants:

Dr. Debra Hill [dhill@bwpassociates.com](mailto:dhill@bwpassociates.com)

Dr. Anne Noland [anoland@bwpassociates.com](mailto:anoland@bwpassociates.com)

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#### **NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY**

The commitment of Gary Community School Corporation to the most fundamental principles of academic freedom, equality of opportunity and human dignity requires that decisions involving students and employees be based on individual merit and be free from discrimination in all its forms.

The School Board does not discriminate on the basis of race, color, national origin, sex (including gender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, genetic information, or any other legally protected category (collectively, "Protected Classes") in its programs and activities, including employment opportunities.

Notice of the Board's policy on nondiscrimination and the identity of the School Corporation's Compliance Officer(s) (see below) will be published on the Corporation's website, posted throughout the Corporation, and included in the Corporation's recruitment statements or general information publications.

Verbal and/or written civil rights questions should be directed to the Manager or his/her designee, 9th Avenue & Gerry Street. (219) 881-5466. [info@garycsc.k12.in.us](mailto:info@garycsc.k12.in.us).