

# WATERFORD

## GRADED SCHOOL DISTRICT JOINT No. 1

819 W. Main Street, Waterford, Wisconsin WI 53185

## Welcome to the Waterford Graded School District Joint #1 District Administrator Search

### About the School District

The Waterford Graded School District (WGSD) is a PreK-8 district that serves the Villages of Waterford and Rochester, and the Towns of Waterford, Dover, and Norway in southeast Wisconsin. The WGSD students move on to the excellent Waterford Union High School.

The district operates three PreK-5 elementary schools (Evergreen [1994], Trailside [2001], and Woodfield [2001]) and one grade 6-8 middle school (Fox River [remodel and addition 2020]). The WGSD report card score generated by the Department of Public Instruction for 2020-21 was in the Exceeds Expectations category with a four star rating.

WGSD is in the seventh year of a stakeholder-driven strategic initiative that emphasizes evidence-based decision making, continuous improvement systems, and policy governance.

The Waterford Graded School District with its strong support for its schools voted in support of a \$24,900,000 referendum in 2019. Due to this community support for education, the Fox River Middle was doubled in size and completely remodeled. WGSD has completed an initial defeasance and has saved the taxpayers considerable future interest payments. The district benefits from an active and supportive community that is engaged in a redevelopment project of the downtown. The district embraces a small town culture and is surrounded by the many amenities of greater Milwaukee area.

### Statistics

District Grades .....	Pre-K-8
Enrollment .....	1,400
Administrators .....	8
Teachers .....	115
Support Staff .....	125
Annual Operating Budget .....	\$18 million
Fund Balance .....	35%

### Related Websites

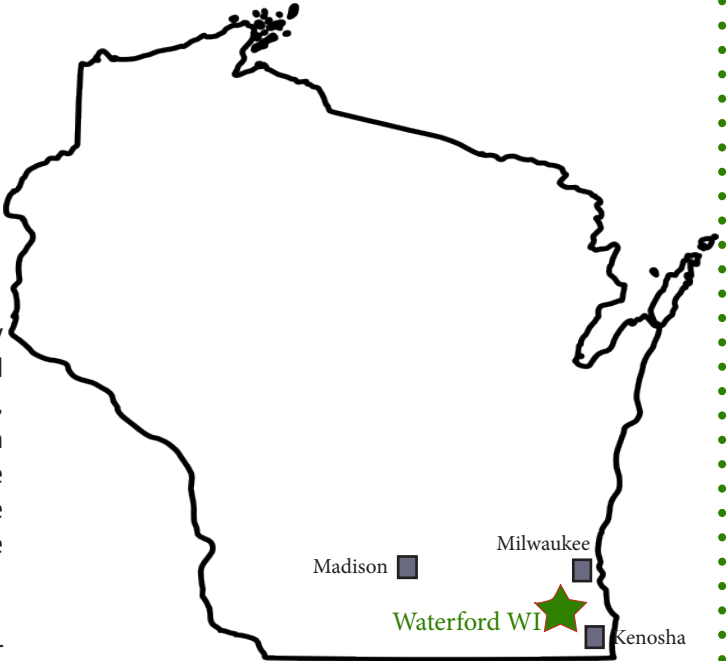
- [Waterford Graded School District](#)
- [Waterford Unified High School District](#)

# About the Waterford Community

Waterford, Wisconsin is located in Western Racine County within 30 minutes of Milwaukee, Waukesha, Racine, and Lake Geneva. Nestled between Milwaukee and Lake Geneva, Waterford is still the best place to cross the Fox River, with plenty of reasons to stop. Play a round of golf, browse the local shops, or sample an award-winning meal. Enjoy live music in Village Hall Park on a summer eve or savor the quiet sounds of nature.

Be adventurous and explore 1,100 acres of navigable water with your canoe or kayak. Experience the excitement of skiing, swimming, or fishing in Tichigan Lake or the Fox River. Create lasting memories by inducing giggles at the all-abilities playground or while biking the 17.6-mile Seven Waters Bike Trail which passes through Waterford.

Whether you are walking, running, biking, or boating, there are plenty of reasons to stop for the day or stay for the weekend. But, with most services and amenities in walking distance, the largest library in the area and a superior school system, you might stay for a lifetime.



## Related Websites

- [Waterford Village](#)
- [Explore Waterford](#)
- [Greater Racine County](#)



## District Mission

United with the families and community, the Waterford Graded School District is committed to:

- Establishing a safe and respectful environment that encourages curiosity, collaboration, creativity, and critical thinking for all.
- Employing and retaining a high performing team of administrators, teachers, and support staff and value their collective contributions to improve each student's learning experiences.
- Equipping each student with knowledge and skills to become productive members of society by setting clear standards for high achievement.

## District Vision

Inspired Students - Exceptional Leaders - Amazing Results

# Waterford Graded School District

## District Administrator

### Candidate Profile



The Waterford Graded School District seeks a collaborative and visionary individual who is committed to excellence in leadership. The next district administrator will lead based on the principles of cooperation and service. The individual must practice excellent interpersonal skills, engender trust, and act with integrity in all circumstances. The successful candidate is expected to understand the characteristics of a Union school district, establish strong working relationships with the students, staff, parents, community, and the board. The successful candidate will build relationships and promote innovative practices to prepare students for entering high school. In addition, the successful candidate should possess and exhibit skills and experiences in the following areas:

**Leadership** – Possesses the skills needed to engage people in positive and productive ways with a constant focus on meeting the needs of all students. Strives to seek input from multiple sources prior to making major decisions. Demonstrates the ability to make difficult decisions in a principled manner supported by documentation and sound rationale. Works well with teams to bring about desired results.

**People Skills** – Demonstrates a commitment to transparency with an approachable personality where all members of the district are respected, and staff are valued for the hard work they do. Engenders trust with the staff, students, parents, community, and the school board and works to build a collaborative culture. Has the skill set to build and maintain effective teams with administration and the school board within the district and with the other feeder K-8 buildings of the Waterford Union School District. Will be visible within the community and at school events. Understands the importance of building partnerships with area businesses. Demonstrates strong interpersonal skills and maintains a culture of inclusivity where all students are supported with the resources needed for success.

**Communications/Public Relations** – Demonstrates abilities to write and speak persuasively and with clarity to all constituents of the school and the community. Exhibits active listening skills to ensure all voices are heard regardless of point of view. Practices effective techniques and uses varied forms of communication to reach all corners of the school district. Conveys a consistent message and does not compromise principles under pressure.

**Finance** - Demonstrates a solid understanding of school finance and its relationship to the fiscal operations of the school district. Demonstrates an ability to work with a small administrative staff to plan, implement, and manage a budget that supports student learning and ensures the fiscal soundness of the school district.

**Creative Decision-making Skills** – Possesses the ability to assess opportunities, issues, challenges, and problems and makes difficult decisions based on what is best for students and the school district. Displays the skills to project future needs based on a district vision and goals rather than on expediency. Can think “outside of the box” and be open to creative ways to solve problems.

**Teaching and Learning** - Demonstrates an understanding of current programs and initiatives aimed at improving teaching and learning for all students. Exhibits the ability to use data to inform the school board and community relative to student achievement and the accomplishment of district goals. Fosters a culture of high academic expectations for all students supported by an engaged staff and a comprehensive curriculum.



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## Application Process

### Timeline

Application Deadline .....	January 12, 2022
Review of Applications .....	January 17, 2022
First Round of Interviews .....	January 26 & 27, 2022
Final Round of Interviews.....	February 1, 2022
Final Selection .....	February 1, 2022
Start Date .....	July 1, 2022

### Requirements

Candidates must hold or be eligible for a Wisconsin superintendent's license.

### Search Information

A description of the application process may be found on the WASB website: [Application Process](#)

### Inquiries

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