



2022

# **KENOSHA UNIFIED SUPERINTENDENT SEARCH**



## About KUSD

The Kenosha Unified School District helps children in our community grow and learn through the hard work and commitment of our full- and part-time employees who dedicate their careers to helping students achieve success.

Created in 1967, KUSD consists of 40 schools and is the third-largest district in the state of Wisconsin. The district resides in Kenosha County and serves the City of Kenosha, Village of Pleasant Prairie, and Town and Village of Somers. As an urban district nestled between Chicago and Milwaukee, we embrace the diversity of our students and strive to provide excellent, challenging learning opportunities that will prepare each student for success.

We are extremely proud of the community we serve and it is our mission to be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.



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262-359-6300



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kusd.edu

Educational Support Center  
3600 52nd Street  
Kenosha, WI 53144



**Academics.  
Opportunity.  
Success.**

## ● Mission

Provide excellent, challenging learning opportunities and experiences that prepare each student for success.

## ● Vision

To be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.

## ● Core values

**Safety** – providing a safe learning and working environment

**Teamwork** – collaborating respectfully to meet goals

**Unity** – being united among staff, students, families and all other stakeholders

**Diversity** – being inclusive of all individuals

**Equity** – treating all in a fair and just manner

**Nurturing** – providing a caring and encouraging environment

**Trust** – building confidence through transparency

**Stability** – building organizational capacity to adapt to change successfully



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**Grades served**

**4K-12**

**Annual budget**

**>\$300M**

Gross total fund expenditures = \$338,121,608  
 Operational fund expenditures = \$279,718,070  
 Total tax levy = \$95,574,353  
 Equalized property value = \$10,696,369,572

**Students**

**19,620**

American Indian or Alaska Native....33  
 Asian.....338  
 Black or African American.....2,593  
 Hispanic of any race.....5,704  
 Native Hawaiian/Pacific Islander.....16  
 Two or more races.....1,359  
 White.....9,201  
 Economically disadvantaged.....10,963  
 With disabilities.....2,528

**Staff**

**>3,500\***

155 Administrative support professionals  
 170 administrative supervisory and technical  
 297 educational support professionals  
 204 facilities and food services  
 5 interpreters  
 1,154 hourly employees  
 1,715 teachers

\*As of October 2021

**District buildings**

**42**

Elementary.....22  
 Middle.....5  
 High.....3  
 Charter.....5  
 Choice.....4  
 Specialty.....1  
 Administrative.....1



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# Board of Education



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## About our community



The Kenosha Unified School District serves the City of Kenosha, Village of Pleasant Prairie, and Town and Village of Somers in southeastern Wisconsin, specifically eastern Kenosha County. It is bound by the Illinois border to the south, Racine County to the north, Lake Michigan to the east and Interstate 94 to the west.

The KUSD community enjoys:

- The Kenosha Kingfish baseball team in the Northwoods League featuring elite collegiate baseball.
- Being located midway between the bustling cities of Milwaukee and Chicago.
- Lake Andrea, a natural spring water lake.
- The Kenosha County Parks system offering more than 1,500 acres of recreational land in eight parks and miles of cycling trails.
- Its location on the shore of Lake Michigan!
- Four historic districts in Kenosha.
- Washington Park Velodrome, the oldest operating velodrome in the United States.
- Carthage College, a private college designated as an arboretum and wildlife sanctuary on the shore of Lake Michigan.
- . . . just to name a few. . .

### Related Websites

- Kenosha Unified School District - <https://www.kusd.edu/>
- City of Kenosha - <https://www.kenosha.org/>
- Village of Pleasant Prairie - <https://www.pleasantprairiewi.gov/>
- Village and Town of Somers - <https://www.somers.org/>
- Kenosha County - <https://www.kenoshacounty.org/>

# Superintendent profile

The Kenosha Unified School District has excellent students and staff along with comprehensive and innovative educational program options and high-quality arts, music, and sports opportunities. This calls for the next superintendent to understand the history of these programs, to support these offerings, and to work with district stakeholders to define the future of these program offerings and others. Having child advocacy skills and an understanding of the curriculum/program development process will be needed as this work is being done.

The superintendent's leadership work on behalf of the district's students, parents/guardians and staff will require skills in bringing groups with differing views together to develop common ground where it exists. It will be important that the individual be approachable and possess excellent overall communication skills, emphasizing listening to stakeholders as well as an understanding of the conflict resolution process. Specific knowledge and experience in family/parent involvement and engagement are also needed to effectively do this work. With these skills, the individual must demonstrate their leadership work is guided by ethical and collaborative practices.

It will be important that the candidate have knowledge and experience at the school and classroom levels with an understanding of best practices in the areas of teaching and learning and what it takes for a district to improve student achievement and to work to eliminate gaps in achievement.

As the district's student population is quite diverse, the candidate will need an understanding of quality ways to deal with differences of all types in the educational and community settings with the goal of ensuring that all students' needs are met. Part of ensuring that all students' needs are met will be having a working knowledge of mental health and behavioral needs and solutions.

Also important is that the individual have experience working with community organizations. There exists a number of these groups that support the needs of children and relationship building, and collaborative program development skills are needed.

Additional skills and experiences will lie in the areas of delegation of work within the district as well as ensuring that appropriate goal setting and goal monitoring take place. As the district addresses future financial needs, it will also be important for the individual to know effective budget development and implementation practices. Finally, there is a need for the individual to work with staff to attract and retain a quality, diverse workforce.



# Application process

## Timeline:

- Deadline - July 20, 2022
- Review of Applications - August 4, 2022
- First Round of Interviews - August 17 & 18, 2022
- Final Round of Interviews - September 6, 2022
- Final Selection - September 7 or 8, 2022

## Qualifications

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

## How to Apply

Read the Application Process webpage to locate a Guide for Applicants - Search Services Portal. This search will open for applications in our Search Services Portal by June 22, 2022.

## All applicants for WASB superintendent searches will:

1. create an account in the Portal,
2. complete your profile, and then
3. apply to a specific district's search.

Contact Sally at 608-512-1721 or [ssweitzer@wasb.org](mailto:ssweitzer@wasb.org) with procedural questions.

## Contact

Interested persons are encouraged to contact Dan Nerad, WASB Search Services consultant: [dnerad@wasb.org](mailto:dnerad@wasb.org), 920-655-7313.

# Application Deadline: July 20, 2022