

**ANNOUNCEMENT OF
OPPORTUNITY
FOR THE
WA-NEE COMMUNITY
SCHOOL CORPORATION**



Superintendent Vacancy

**The Vision at Wa-nee
Community Schools . . .**

is to prepare students to be adaptable individuals with the life and educational skills necessary to become responsible and ethical citizens. Student achievement and success is maximized through an exemplary staff utilizing a wide array of resources and technology in safe and secure facilities.

Wa-nee students graduate equipped to seize the opportunities of the 21st Century.

**Wa-nee Community Schools
1300 N. Main Street, Nappanee, IN
574-773-3131**

<http://www.wanee.org>



Wa-nee Administration Offices

**Look at what
Wa-nee has to offer**

- Exemplary ISTEP+ Scores
- All Schools "A" Schools in 2013 - 2015
- Highly Qualified Teaching Staff
- Optimal Class Sizes K-12
- Valued Community Partnerships



A Tradition of Excellence

Wa-Nee's mission of ***"A Tradition of Excellence: Preparing today's students for tomorrow's challenges"*** is more than mere words, it is the goal we constantly strive to achieve.

Wa-Nee Community Schools is located in the southwest corner of Elkhart County, east of St. Joseph County (South Bend/Mishawaka) and north of Warsaw in Kosciusko County. Wa-Nee is comprised of 6 townships in Elkhart and Kosciusko counties. Harrison, Locke, Olive and Union townships in Elkhart County and Scott and Jefferson West townships in Kosciusko County. Located within the school district are the city of Nappanee and town of Wakarusa.

Wa-Nee is proud to serve the communities of both Nappanee and Wakarusa, while employing dedicated teachers and staff that strive to ensure our 3,000 students receive an outstanding education. Our school facilities and services are second to none in the region and foster an environment where our students' education comes first. Additionally, our communities value the strong partnerships that we built to put education first.

Our three elementary schools - one located in Wakarusa (Wakarusa Elementary) and two in Nappanee (Woodview and Nappanee Elementary Schools) are Kindergarten - Grade 5. Woodview Elementary also houses a Head Start pre-school program. NorthWood Middle School (Grades 6-8) is located in Wakarusa, and NorthWood High School (Grades 9-12) is located in Nappanee. All schools in the district are awarding-winning, provide academic excellence through innovative educational programming. They are equipped with well-trained, dedicated staff and administrators in safe and secure environments.

Wa-Nee is proud to have competitive and successful extra-curricular programs. We have earned the respect of area schools through success in our Fine Arts Department, Athletics, and Co-Curricular Clubs.

Wa-Nee proudly partners with

- ◆ E.C.S.E.C. (Elkhart County Special Education Co-operative) <http://www.ecsec-in.org>
- ◆ Elkhart Area Career Center <http://elkhart.k12.in.us/home/academics/schools/elkhart-area-career-center>
- ◆ Head Start of St. Joseph & Elkhart Counties <http://headstartesj.com>
- ◆ The Crossing Educational Center <https://www.crossingeducation.com>
- ◆ Boys & Girls Club <http://bgcelkhartcounty.org>
- ◆ HEA (Horizon Educational Alliance) <http://heaindiana.org>
- ◆ Community Foundation of Elkhart County <https://www.inspiringgood.org>
- ◆ NEOLA <http://www.neolapolicy.com>
- ◆ NIESC (Northern Indiana Educational Service Center) <http://www.niesc.k12.in.us>

And many other educational agencies to provide a strong educational foundation for our students.



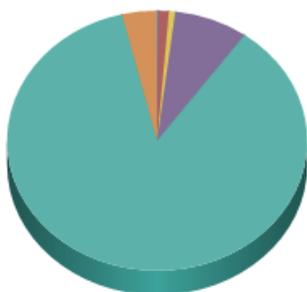
District Statistics

Traditional School Year Calendar - 180 days (time of breaks are approximate)

2 day Fall Break, 3 day Thanksgiving Break, 2 week Christmas Break, 1 week Spring Break, 12 week Summer Break

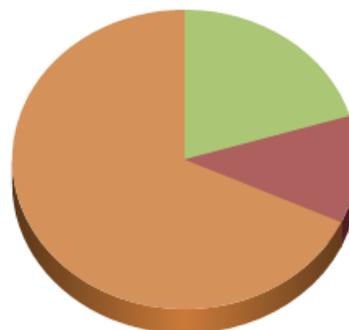
Enrollment 2015 - 2016 ~ 2,962 students

Enrollment 2015-16 by Ethnicity



American Indian Hispanic Multiracial
 Black White Native Hawaiian or Other Pacific Islander
 Asian

Enrollment 2015-16 by Free/Reduced Price Meals



Free meals Reduced price meals Paid meals

2016 Budget and Financial Data

General Fund	\$20,402,791
Debt Service	\$4,932,359
Pension Debt	\$273,381
Capital Projects	\$4,201,602
Transportation	\$2,444,250
Bus Replacement	\$534,402
Rainy Day Fund	\$130,000
Total	\$32,918,785
Assessed Valuation (2016)	\$955,107,062
Elkhart County	\$805,925,696
Kosciusko County	\$149,181,366
Tax Rate	
Elkhart County	\$1.00550
Kosciusko County	\$1.03970
Tuition Support per Pupil	\$5,379.19
2015 - 2016 Teacher Salary Range	\$35,759 - \$64,437

STAFF

Superintendent	1
Director of Curriculum & Instruction	1
Business Manager	1
Building Administrators	7
Athletic Director	1
Certified Staff	179
Administration Office Staff	5
Resource Officer	1
Technology Staff	4
Classified Staff	118
Food Service Staff	21
Custodial & Maintenance Staff	16
Transportation Staff	35



~ A Tradition of Excellence ~

Student Performance

Wa-Nee IREAD-3 Scores

	2014-2015		2015-2016	
	Wa-Nee	State	Wa-Nee	State
Nappanee Elementary	100%*	92%	100%*	State results pending
Wakarusa Elementary	100%*	92%	99%*	
Woodview Elementary	100%*	92%	100%*	

*Includes Summer Re-test and Good Cause Exemption

Wa-Nee ISTEP+ Scores (Grades 3-8) (Passing Both E/LA and Math)

	2013-2014		2014-2015	
	Wa-Nee	State	Wa-Nee	State
Nappanee Elementary	85%	74%	63%*	53%
Wakarusa Elementary	88%	74%	62%*	53%
Woodview Elementary	80%	74%	65%*	53%
NorthWood Middle	86%	74%	69%*	53%

*First test administration with new, more rigorous academic standards

NorthWood High School Graduation Data

	2013-2014		2014-2015	
	Wa-Nee	State	Wa-Nee	State
Academic Honors Diploma	56%	35%	42%	36%
Core 40 Diploma	36%	50%	47%	50%
General Diploma	8%	15%	11%	14%
GRADUATION RATE	91%	90%	90%	88%

NorthWood High School End of Course Assessment Scores

	2013-2014		2014-2015	
	Wa-Nee	State	Wa-Nee	State
Algebra I	93%	73%	90%	70%
English 10	91%	78%	89%	79%
Biology	59%	49%	71%	44%
Grade 8—Algebra I	100%		100%	

~ A Tradition of Excellence ~

Traditions Speak Loudly

- ◆ IDOE All "A" Schools 2013 - 2015
- ◆ NWHS IDOE rated *Four Star School* in Indiana 2011 - 2015
- ◆ NWHS was rated a top high school in Indiana by US News & Worlds Report. Rated 44th out of 370 high schools in 2015.
- ◆ NWMS IDOE rated *Four Star School* in Indiana 2013 - 2015
- ◆ All Elementary Schools have earned "A" Schools distinction 2012 - 2015
- ◆ Multiple recent and ongoing community supported renovations to all buildings, infrastructure & security





NorthWood High School



NorthWood High School

Current Enrollment 896

3-Year Avg. ISTEP+ English/LA 87.6%

3-Year Avg. ISTEP+ Math 85.5%

Mascot: Panthers

School Colors: Red & Black

<http://www.wanee.org/nwhs>

NWHS is proud to be recognized as a Four Star school by the Indiana Department of Education offering a diversified curriculum:

- 90+ elective courses
- 36+ workplace certifications
- 70 dual college credits
- NWHS Academic Teams have earned 20 State Championships
- FFA Chapter has been recognized at both the State and National levels
- NWHS Marching Band has participated in the ISSMA State Championships 2012 - 2015
- NWHS has nationally recognized co-curricular clubs, state award winning performing & fine arts programs, athletic and academic teams
- NWHS Bands & Choirs earned ISSMA's Total Music Department Award in 2015-16, 2014-15 and 2012-13
- NWHS Athletes & Teams are competitive members of the Northern Lakes Conference (NLC)

NorthWood Middle School

Current Enrollment 680

3-Year Avg. ISTEP+ Scores passing both LA & Math 78.7%

3-Year Avg. ECA/Algebra I 99%

Mascot: Panthers

School Colors: Red & Black

<http://www.wanee.org/nwms>

NWMS is a 6th thru 8th grade middle school and is excited to announce:

- 2016-2017 Microsoft recognized NWMS for their excellence in transforming the learning environment for students by delivering education through the use of innovations in teaching, learning and assessment for 21st century competencies.
- Four Star School 2011-12, 2013-14, 2014-15
- Highest pass rates of all Elkhart Co. middle schools two years in a row.
- Numerous Big Eleven Conference Middle School Championships winner



NorthWood Middle School



Nappanee Elementary School

Nappanee Elementary

Grades: K- 5

Enrollment 394

3-Year Average IREAD Score: 95.1%

3-year Average ISTEP Score: 81.9%
passing both LA & Math

Mascot: Bulldogs

School Colors: Blue & White

<http://www.wanee.org/nes>

Nappanee Elementary is very proud to uphold the mission statement established by our school corporation. NES offers many opportunities for their students thru balanced curriculum and the arts.

- IDOE Four Star School 2003 - 2004
- Recognized as an 'A' school by the department of education 2012 - 2015
- Daily Readers' & Writers' Workshop

Woodview Elementary

Grades: K- 5

Enrollment 472

3-Year Average IREAD Score: 96.5%

3-year Average ISTEP Score: 84.1%
passing both LA & Math

Mascot: Eagles

School Colors: Red, White & Blue

<http://www.wanee.org/wdv>

Woodview Elementary prides itself in fostering an environment that produces well-rounded students. A dedicated staff delivers a rigorous curriculum and supports students so they can be successful in reaching their academic potential.

- Recognized as an 'A' school by the department of education 2012 - 2015
- Strong mentoring program meets weekly
- Annually supports the St. Jude Children's Hospital, Feed My Starving Children and Open Door Food Pantry community service projects.



Woodview Elementary School

Wakarusa Elementary

Grades: K- 5

Enrollment 508

3-Year Average IREAD Score: 93.9%

3-year Average ISTEP Score: 85.9%
passing both LA & Math

Mascot: Wildcats

School Colors: Purple & White

<http://www.wanee.org/wes>

Developing leadership skills in all students is a primary focus at Wakarusa Elementary. The Wakarusa Elementary staff possesses a school-wide leadership program where students become goal oriented and learn to serve others. Community involvement is a key to the success of students at Wakarusa.

- IDOE Four Star School 2001 - 2003
- Recognized as an 'A' school by the department of education 2012 - 2015
- Minds in Motion Lab offered daily
- Lego Robotics Club Launching 2016



Wakarusa Elementary School

Community Partnerships

Vision 20/20 Project

The vision and focus of this partnership and project is to bring about the proposed renovations and improvements involving partnership of several community organizations including the City of Nappanee, Wa-Nee Community Schools, Boys & Girls Club, Family Christian Development Center, and Elder Haus Senior Center.

This vision includes five separate, but interrelated projects for the community including:

- » New Premier Soccer Stadium
- » New Boys and Girls Club Facility
- » Relocated, accessible and enlarged FCDC
- » Renovated and expanded Elder Haus
- » And additional parking for downtown

The vision and goal of these groups partnering together is to use these inter-related projects to transform the community by enhancing the quality of life, jointly seeking funding as a partnership, reaching as many demographics as possible, as well as the economic benefit local businesses, restaurants and hotels.

Welcome! Come explore our communities

Nappanee Chamber of Commerce
<http://nappaneechamber.com>

City of Nappanee
<http://www.nappanee.org>

Nappanee Public Library
<http://www.nappaneelibrary.org>

McCormick Creek Golf Course
<http://www.mccormickcreekgc.com>

Amish Acres
<http://www.amishacres.com>

Wakarusa Chamber of Commerce
<http://www.wakarusachamber.com>

Town of Wakarusa
<http://townofwakarusa.com>

Wakarusa Public Library
<http://www.wakarusa.lib.in.us>

Wakarusa Dime Store
<http://www.jumbojellybeans.com>



Mentoring Program *It works!*

Positive adults are crucial in the lives of children. A mentor acts as a role model, listener, friend, advocate and guide. Our school children are in need of as many positive adults as they can get. We currently have more than 30 community volunteers, who faithfully mentor students at Woodview Elementary. These selfless adults meet with their mentee once a week, and enhance their lives with positive attention, reinforcement and guidance. Students participate in the mentoring program for various reasons, but all come away with enhanced self-esteem. Some of our mentor/mentee relationships last as long as 4 years. Many of the pairs keep in touch long after the student has left elementary school.

Mentoring... it works!

The following items must be received by

October 17, 2016

- Letter of Intent
- Current Resume
- Completed and Signed Application
- Copy of Valid Indiana Superintendent Licensure
- College/University Credentials & Transcripts
- Response to Questions
- Three (3) Current Letters of Reference Written within the past two years

Completed applications should be directed to

**Dr. Lynn Lehman, Assistant Professor
Ball State University
Department of Educational Leadership
Teachers College, 927
Muncie, IN 47306
lelehman@bsu.edu
317-385-4122**

- ◆ All applications will be treated with confidentiality
- ◆ All inquiries and questions should be directed to Dr. Lynn Lehman. Please do not contact school board members
- ◆ Review and selection process will begin immediately following the conclusion of the application period
- ◆ The University Placement Team will assist the school board in the screening process
- ◆ The selection of the superintendent is anticipated by December 19, 2016 with an anticipated start date of July 1, 2017



Professional Qualifications

Desired Attributes

- ◆ Evidence of a strong commitment to academic excellence for all students;
- ◆ Approachable leader with a demonstrated ability to motivate highly qualified personnel at all levels in the school corporation;
- ◆ Administrative experience in a conservative, rural school community;
- ◆ Effective skills in communication, marketing, public relation;
- ◆ Advocate for public education and equal opportunities;
- ◆ Strong working knowledge of community relations and a willingness to be a visible community leader;
- ◆ Proven record of successful program evaluation, school finance, school law, collective bargaining, recruitment, selection and retention of staff;
- ◆ Visionary leader that demonstrates high expectations and successful administrative and strategic planning experience at the Central Office level;
- ◆ Educational experience as a classroom teacher, building principal, and central office administrator.