

**Shippensburg Area School District**  
**Shippensburg, Pennsylvania**  
**GO GREYHOUNDS!**



**Executive Briefing and Announcement**  
**Superintendent of Schools**

**AN INVITATION TO APPLY**

*The mission of the Shippensburg Area School District is to prepare all students to be productive citizens who possess knowledge, accept responsibility, demonstrate problem-solving skills and succeed within a dynamic global society*

**[www.shipk12.org](http://www.shipk12.org)**

**SHIPPENSBURG AREA SCHOOL DISTRICT SUPERINTENDENT SEARCH**

# The Search for the Next Superintendent of The Shippensburg Area School District

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*Are you eager to put your skills and experiences to work in a district that is ready to define and pursue the next level of student achievement and readiness? Would you like a challenge that forces you to dig deeper and maximize your talents? If so, then welcome to the Shippensburg Area School District, and thank you for your interest in the superintendent position!*

Located in Cumberland and Franklin Counties, the Board of Directors seeks a dynamic individual with integrity, visionary leadership, superior communication skills, and outstanding administrative ability to lead a district of approximately 3500 students with an annual budget of approximately \$48.5 million. The desired candidate must possess experience in, and knowledge of:

- Achieving high academic performance,
- Creating academic equity,
- Developing strong leaders,
- Sound school finance and business management,
- Curriculum development and implementation,
- Educational and innovative technology best practices,
- Success in community engagement and involvement.

Prior central office experiences as superintendent or assistant superintendent preferred or a graduate degree in business, finance, management, or law, with the superintendent letter of eligibility required. Doctorate preferred.

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## Shippensburg Vision and Statements of Belief

*The vision, belief statements and strategic goals are ambitious – and they reflect a district climate and culture to be continuously developed and delivered over the next several years! The vision is:*

**Pursuing Excellence | Building Character | Developing Relationships**

- Education is a lifelong process and continuous improvement is a value we model and instill in our students.
- Educational excellence is a collaborative process and is a shared responsibility of the student, the family, and the staff.
- Educational experiences for students should be founded in the rigorous study of the academic disciplines.
- Educational experiences for students should enable students to become effective communicators, independent learners, motivated critical thinkers, and innovators.
- Our learning community should foster respect and understanding for every individual.
- Our learning community should promote responsible citizenship.
- Recruiting and retaining a high-quality staff is vital to achieving our mission.
- An involved and supportive community strengthens our school district.

# Why Shippensburg? A Bold Strategy for the Future!

*That's right! Shippensburg wants to raise the bar!* Take a look at the strategic goals below. You can make that determination for yourself. Shippensburg has well-qualified teachers and school leaders with high expectations for themselves and the students. With a broad portfolio of academic, co-curricular and extracurricular opportunities, the district wants students to sharpen important intellectual, emotional, physical and social skills that equips them to lead themselves and others well, live balanced and meaningful lives, think critically, pursue knowledge and challenge conventional wisdom on the path to responsible citizenship. Visit the district website for details about all the programs, events and strategic initiatives at [www.shipk12.org](http://www.shipk12.org)!

## **STRATEGIC GOALS**

### **Prepare students for career/college readiness through academic excellence in content areas**

- Students demonstrate proficiency on standards progression measured by PSSA and PSAT, and Keystone assessments
- Schools demonstrate annual growth on Future Ready Index
- Increase number of students earning post-secondary credit or completing classes demonstrating postsecondary readiness in high school
- Understand trends in high school graduates' next steps
- Students develop six-year plans including post graduate year
- Improve school climate by increasing awareness of the values of diversity, tolerance and student engagement
- Increase attendance and graduation rates, and provide digital learning opportunities so students' learning resembles future career and college environments

### **High Quality Instructors and Leaders**

- Increase the number of teachers whose students demonstrate a year's growth in math and literacy
- Develop means for teachers to collaborate to create common assessments, identify results-based, research supported instructional strategies
- Focus on continuous improvement projects for leaders across the school system
- Recruit and retain a diverse workforce, and ensure facilities are maintained properly and safety procedures integrate community resources

### **Fortify Partnerships to enhance students' education**

- Develop early college opportunities in 4 year and 2-year programs; and mentoring and intern student experiences in local businesses and higher education
- Expand placements for SU education students at all levels
- Enhance teacher leadership opportunities in partnership with higher education
- Seek opportunities for community partnerships that improve shared use of schools and community education opportunities
- Enhance communications with all stakeholders

### **Organization Effectiveness, Improvement, and Communication**

- Seek means to provide district educational alternatives that meet the needs of all students
- Communicate the successes of students, schools, and faculty
- Initiate innovative approaches to improving schools, instruction and district services

## A Snapshot of the District

The **Shippensburg Area School District** is a midsized, suburban/rural public school district in parts of Franklin and Cumberland Counties, Pennsylvania. The district covers the borough of Shippensburg and the townships of Orrstown, Newburg, Hopewell, Shippensburg and Southampton (which connects both Franklin and Cumberland Counties). Shippensburg includes one high school, one middle school, one intermediate school, and three elementary schools.

### STAFF AND STUDENT FACTS

- 223 Teachers are employed in the district
- 174 - Teachers w/ earned master's degree; 12 - average yrs. of service at SASD
- 17 Administrators; 7 - average yrs. of service at SASD
- 147 Support Staff Employees; 8 - average yrs. of service at SASD
- 188 - Students enrolled in Franklin County Career and Technology Center 17-18
- 142 - Certificates earned by students at FCCTC in 16-17
- 14 - Advanced Placement (AP) Courses taken by students in 16-17
- 239 - Students participated in AP Courses in 16-17
- 44 - Students participated in Dual Enrollment classes
- 19 - High School Honors classes
- 45 - Students are English as a Second Language (ESL) Learner



## A Few Facts About the Region

The region in and around Shippensburg is noted for its outdoor scenery and *numerous* recreational/cultural activities, especially given that it is a university town located a beautiful part of the state. In the last full week of July, the Shippensburg Community Fair is held. The fair bills itself as Pennsylvania's largest bi-county fair. The fair includes agricultural exhibits, a craft show, food vendors, and carnival rides amongst other things. Every summer on the last Saturday of August, Shippensburg holds the Corn Festival, an event that brings regional artisans and vendors to operate stands downtown. Average attendance at the festival is estimated at 60,000 - 70,000 each year. Shippensburg is located about one hour from Baltimore, MD, 1.5 hours from Washington D.C., and within three hours of Philadelphia PA. District residents have access to wonderful commerce, recreation and educational opportunities, along with the arts, business/industry, professional and collegiate sports, transportation, healthcare, finance and technology.



Shippensburg, PA is also home to the highly-respected ***Shippensburg University of Pennsylvania***, commonly known as Ship, or SU. [www.ship.edu](http://www.ship.edu). The university issues bachelor's and master's degree, and has a rich history of teaching excellence. Shippensburg has grown into a comprehensive regional public university, serving a population of 6,600 undergraduate and 1,140 graduate students. Beyond the classroom, students have access to unique resources, such as the Center for Land Use and Sustainability, a stock trading room, centers for entrepreneurial leadership and innovation, a fashion archives and museum, and the only public elementary lab school in the state. An hour south of Harrisburg, the campus is in the center of the East Coast's major metropolitan areas, making Philadelphia, Baltimore, Washington, D.C. and New York accessible options for students to visit and complete internships. *The school district partners with the university in developing its academic programs of study and continuing education for the teachers.*

## Budget Information

All boards have a fiduciary responsibility to oversee the integrity of the district's approach to financial management. The budget process is critical to funding the key measures that determine the future of the organization – and as a result, helps stakeholders understand the district's plans for years to come. Shippensburg has a budget process that has been consistently recognized by district and state auditors as aligned with generally accepted accounting principles. At Shippensburg, the leadership team carefully considers the burden imposed on the district's taxpayers along with the expectations of the parents and students. Below are a few facts about the district's budget:

- \$48.5 million budget
- Over 55% coming from local sources
- Approximately 40% from state
- Just under 2% arriving from the federal government
- General fund balance: approximately \$10 million
- Aid Ratio -- .5645

## THE GREYHOUND FOUNDATION

The district also has an active foundation (The Greyhound Foundation), which is dedicated to bringing outstanding educational opportunities to the students and teachers of the district. At the district, school, and classroom levels, the aim of the Foundation is to promote an excellent educational environment. The foundation was established in 2001 to provide a financial base to expand and develop educational opportunities for all students within the district. This effort is intended for but not limited to, academic enhancement, transformational change, staff development, and scholarships.

## How to Apply

A resume and cover letter should be attached to the application packet that is submitted. Interested candidates should complete the application, which is found under the **Superintendent Search** link on the district's website. The deadline for filing applications is 3:00p.m. on May 1, 2019. Any applications sent after such date and time will be returned unopened to the candidate. Inquiries can be made to:

Tina M. Clever, PHR | Human Resources Director  
Shippensburg Area School District  
317 North Morris Street | Shippensburg, PA 17257  
717-530-2710 | [Tina.Clever@ship.k12.pa.us](mailto:Tina.Clever@ship.k12.pa.us)

**Please visit the website to learn more about the district.**  
**Shippensburg Area School District | 317 North Morris Street | Shippensburg, PA 17257**  
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