

## SCOTT BRYAN SMITH, ED.S.

AS SUPERINTENDENT OF GRAND HAVEN AREA PUBLIC SCHOOLS, I WILL FOCUS OUR EFFORTS AS A SCHOOL DISTRICT TO ACCOMPLISH THE FOLLOWING POSSIBILITIES:

- Empower and equip students and staff to accomplish things beyond their wildest dreams
- Foster spirits of unification, collaboration, and celebration between all groups within our District
- Make the learning experience for each student and the work experience for all staff a top priority
- Celebrate the correlation between the success of our students and the success of our work
- Increase teacher/support staff/administrator effectiveness levels in all facets of our program
- Exceed the expectations of all stakeholders in the area of communication

### PROFESSIONAL EXPERIENCE

#### Superintendent, Cedar Springs Public Schools, 2018 – present

Highly effective superintendents successfully navigate the dynamic challenge of leading a team of highly effective leaders. They develop and support strategies and programs to exceed the educational, emotional, and social needs of each student, family, and staff member. They lead the work of making strategic investments of limited resources including time, money, space, creativity, and people, which lead to expanded opportunities.

Evidence of my highly effective efforts as a superintendent can be found throughout my work in Cedar Springs.

Significant Accomplishments include:

- Highly effective performance evaluations 2019, 2020, 2021, 2022
- AASA/MASA Superintendent of the Year Nomination, August 2020
- Maintaining healthy relationships with each member of our Board of Education
- Implementation of a comprehensive system for strategic planning, August 2019, 2023
- Successful \$68 million bond campaign, August, 2020
- Successful non-homestead operating tax renewal, November, 2023
- District leadership team redesign
- Maintain open lines of communication with all employee groups
- Active engagement with key partners throughout our community, Kent County and the region
- Contributing partner on the KISA Diversity, Equity, and Inclusion Workgroup
- Implemented several staffing changes to bolster our District Mental Health Team

## PROFESSIONAL EXPERIENCE (CONTINUED)

Primary Responsibilities include:

- Supporting student social/emotional health
- Ensuring adherence to safety/security protocols
- Strategic planning
- Community relations
- Public/Media relations
- District communication
- Facility/construction planning and oversight
- Kent County Superintendent's Association (KCSA) membership/Treasurer
- Supporting the Board of Education
- Ensuring high levels of student growth
- Budget oversight (fiscal and staffing)
- Leadership coaching/mentoring
- Foster business partnerships
- Bond election planning

Direct reports include:

- Assistant Superintendent of Academic Services
- Assistant of Superintendent of Student Services
- Building Administrators (9)
- Director of Business and Financial Services
- Director of Early Childhood Programming
- Director of Human and Community Services
- Director of Operations
- Director of Post-Secondary Success

### **Assistant Superintendent for Human Resources, Hudsonville Public Schools, 2011 – 2018**

Primary Responsibilities include:

- Leadership coaching/advising
- Staff budgeting, planning, selection, oversight, and evaluation
- Professional development/coaching
- Discipline/discharge
- Payroll and Benefits
- Contract administration and negotiations
- Board Policy updates
- Title IX Coordinator
- FOIA Coordinator
- District Technology Bond Steering Committee
- Early Childhood Program oversight
- District communication
- Community Education
- Aquatic programming
- Facility use
- District assessment

Direct Reports include:

- Early Childhood Director
- Director of District Technology
- Aquatics Director
- Director of Auditoriums

**Principal, Hamilton Middle School, Hamilton Community Schools, 2001 – 2011**

**Assistant Principal, Hamilton Jr./Sr. High School, Hamilton Community Schools, 1995 - 2001**

**Middle School Teacher/Coach, West Middle School, Holland Public Schools, 1992 – 1995**

## **EDUCATIONAL EXPERIENCES**

### **Educational Specialist Degree in Leadership, Grand Valley State University**

Completed in December 2010. Emphasis: The Superintendency, School Board Relations, Curriculum and Assessment, Leading Collaborative Change, Labor Relations, Data-Based Decision Making, and School Finance/Economic Issues

### **The SUPES Academy, Michigan Leadership Institute**

Completed in November 2010. Emphasis: Leadership, Systems Stability, Relationships, Communication, Data-Driven Planning and Decision Making, and Organizational Development

### **Master of Arts, Educational Leadership, Western Michigan University**

Completed in 1995. Emphasis: Educational Leadership, Curriculum, Instruction, and School Reform

### **Bachelor of Science, Secondary Education, Western Michigan University**

Completed in 1988. Emphasis: Secondary Mathematics and Earth Science Education

## **STATE CERTIFICATIONS AND ENDORSEMENTS**

### **Administrator Certification, Elementary and Secondary Administration, State of Michigan**

- Central Office Endorsement
- Expires in June 2028

## **SERVICE TO MY PERSONAL/PROFESSIONAL COMMUNITY**

- Michigan Association of School Administrators (MASA) Council Member, 2022 – present
- MASA Regional President, 2022 - present
- School Equity Caucus Board of Directors, 2021 – present
- Mel Trotter Ministries, Board of Directors, 2018 – present
- Kent County Family and Community Coordinating Council member, 2018 – present
- North Kent Community Enrichment Board Member, 2018 – present
- Grand Valley State University, College of Education Dean's Advisory Council, 2018 – present
- Grand Valley State University Student Teacher Advisory Panel participant, 2012 – present
- Hope College Student Teacher Advisory Panel participant
- Cedar Springs Rotary, 2018 – present
- Hudsonville Parks and Recreation Committee Member, 2011 – 2018
- Hudsonville Lion's Club Member, 2011 – 2018