



MICHIGAN SCHOOL FOR THE DEAF

**HEAD OF SCHOOL
PROSPECTUS**





TABLE OF

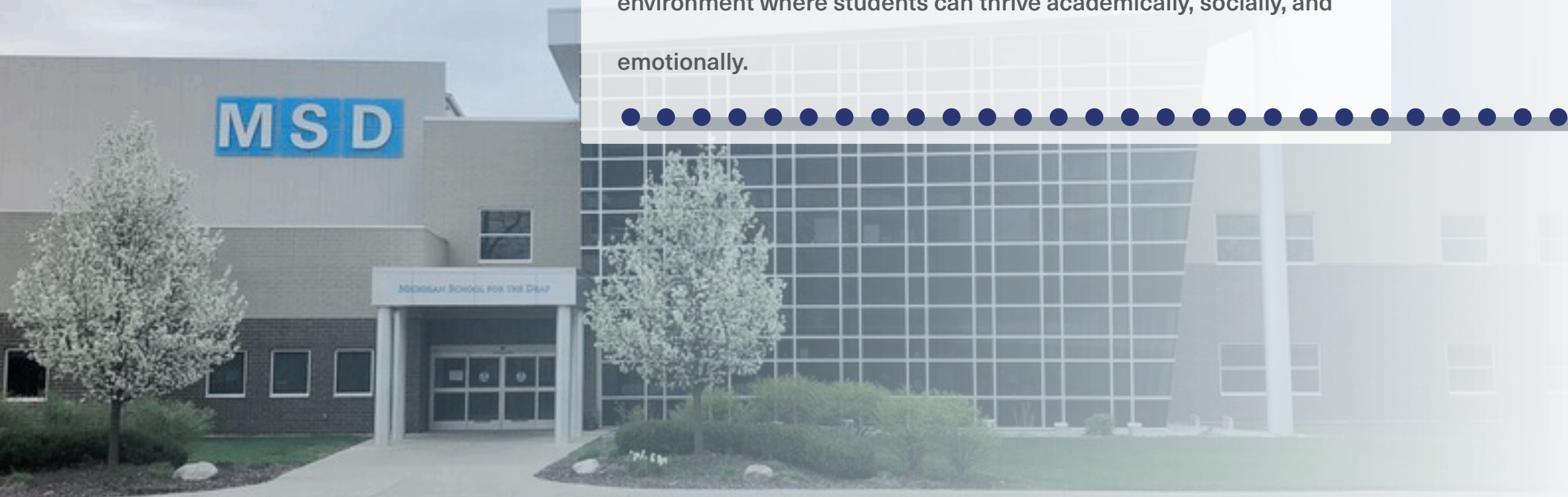
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ABOUT MSD

The Michigan School for the Deaf (MSD) serves Deaf and hard-of-hearing students ages 2.5 years of age to 26 years of age. Located in Flint, Michigan, MSD provides a comprehensive educational program that includes academic instruction, vocational training, and extracurricular activities tailored to the needs of Deaf and hard-of-hearing students. The school emphasizes American Sign Language (ASL) and English bilingual education, fostering an environment where students can thrive academically, socially, and emotionally.



ABOUT MSD



MISSION

To provide academic and social excellence - rich in ASL and English literacy for all students from infancy to graduation, to be the leader in educating Deaf and hard of hearing children in Michigan, and to provide services to their families and the community.



VISION

MSD graduates students empowered with a positive Deaf identity and who demonstrate the knowledge, confidence and leadership to become contributing citizens in a diverse, technological and democratic society.



BELIEF STATEMENTS

- We believe that cooperative partnership among the student, family, school, dorm and community is essential for student growth and development.
- We believe students have the right to the general curriculum and/or specialized programs as appropriate where reading, writing, and math skills are developed and critical thinking, problem solving, self-advocacy and decision making skills are fostered.
- We believe the acquisition of both American Sign Language and English language literacy is of paramount importance and should begin as early as possible at home, school and dorm to ensure fluency.
- We believe the needs of students are best met by staff proficient in ASL and English who affirm that all children can learn, do quality work, develop a positive self-image, and establish career goals that reflect their skills and potential.
- We believe a shared accountability among all stakeholders ensures student outcomes and is the key to a successful academic and residential program.
- We believe exposure to and education about ASL/Deaf Culture enriches the lives of students, their families and staff.
- We believe that participation in extracurricular activities, both after school and in the community, are crucial to the personal development of an individual.
- We believe that competency in current technology is critical for information, communication and career opportunities.
- We believe diversity in school and community is to be embraced by nurturing respect, acceptance and appreciation for differences among human beings.

PROFILE OF A MSD GRADUATE

H

Holistic

Graduates possess an understanding of themselves as a whole, they understand the individual characteristics that work in unison, to create someone with a strong Deaf identity.

O

Open-Minded

Graduates display the ability to think objectively and critically, allowing them to be life-long learners.

M

Modern

Graduates possess the appropriate language, expertise and technical skills to be able to compete in a modern workforce.

E

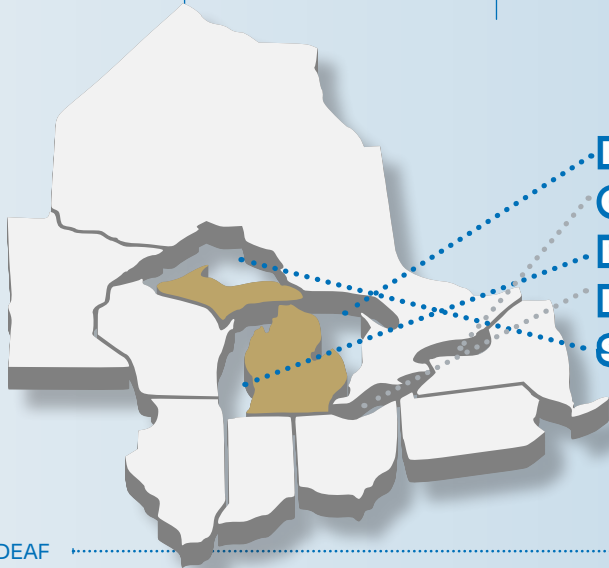
Educated

Graduates possess the essential knowledge, academic skills, and tools to succeed in both work and life.

S

Self-Reliant

Graduates demonstrate an understanding of the skills they possess, and how to independently navigate the world.



HURON
ONTARIO
MICHIGAN
ERIE
SUPERIOR

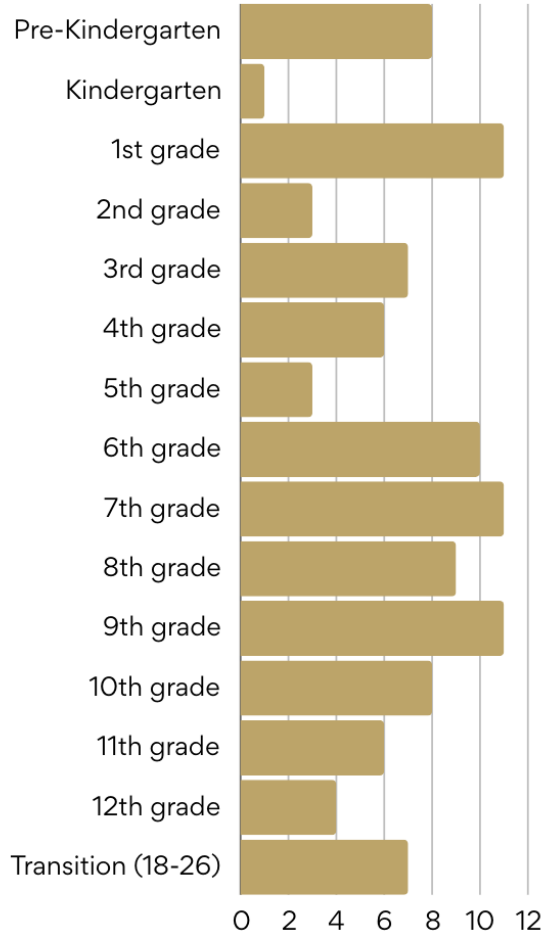
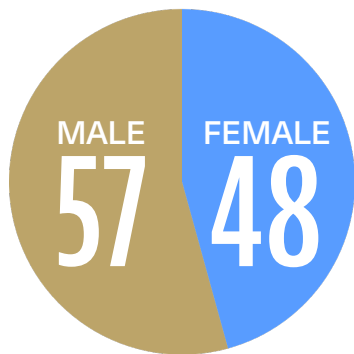


STUDENT DEMOGRAPHICS

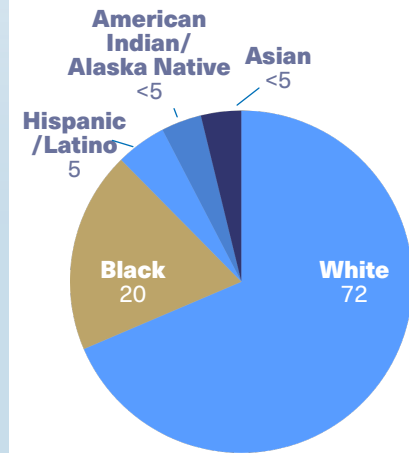
2023-2024 School Year

105
STUDENTS ENROLLED

STUDENT BODY BY GENDER



STUDENT BODY BY RACE/ETHNICITY



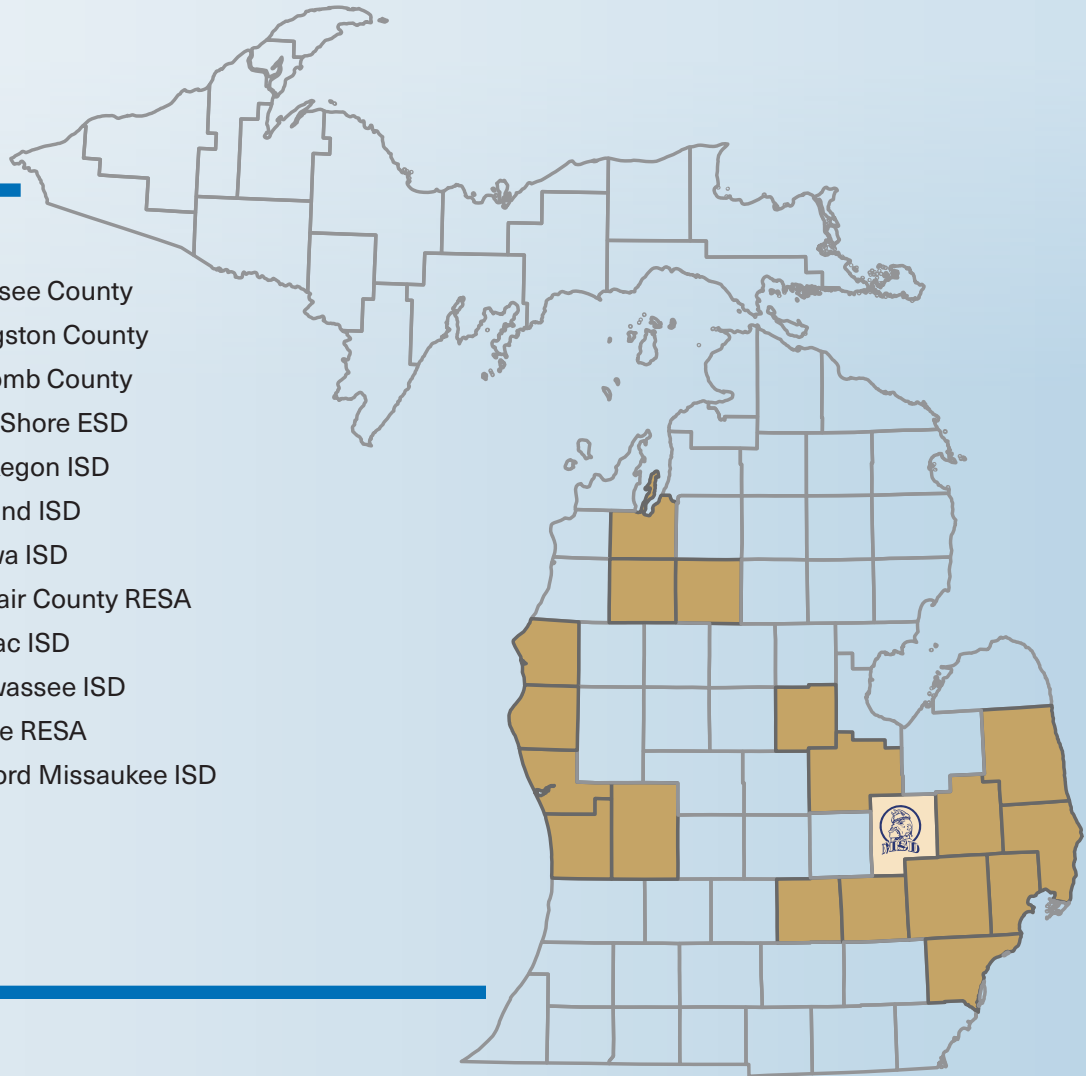
48
STUDENTS LIVED
RESIDENTIALLY
IN THE MSD DORMS

STUDENT DEMOGRAPHICS

STUDENT HOME COUNTY

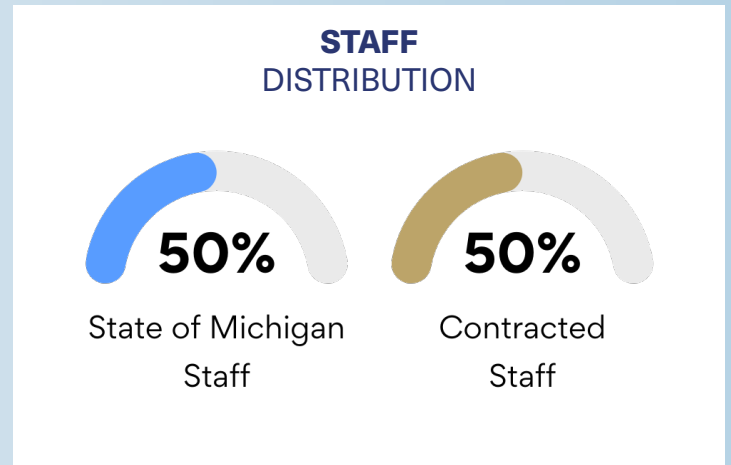
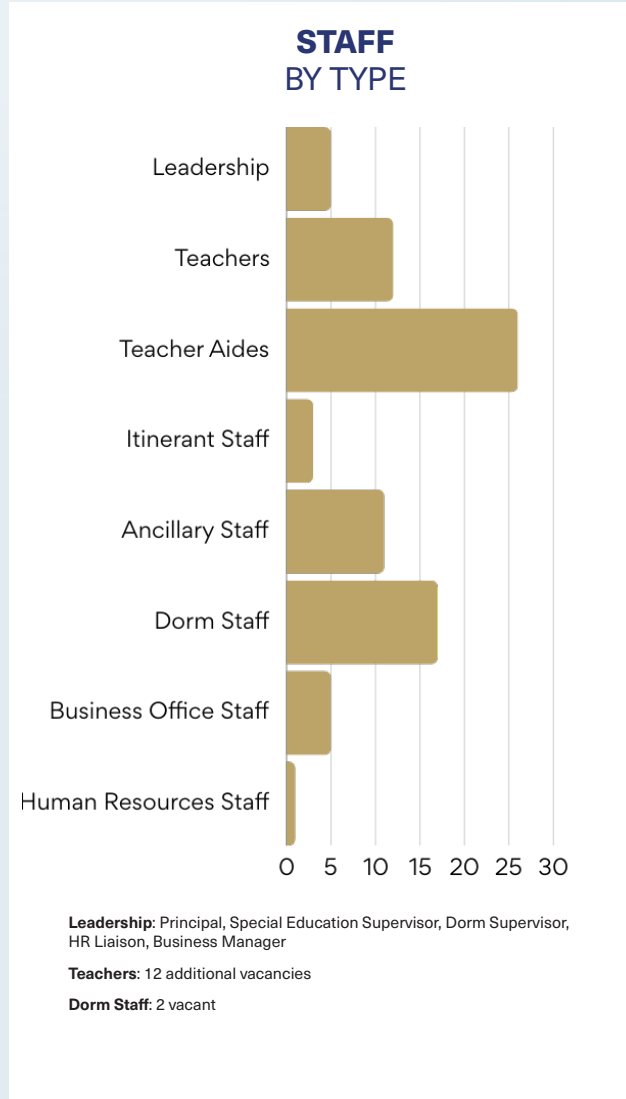
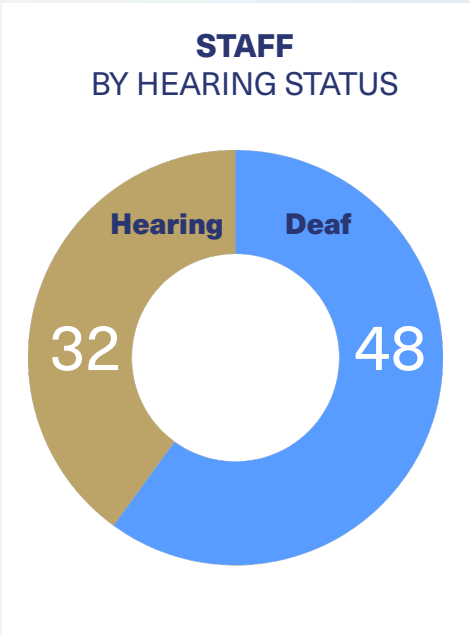
Students are placed at MSD by the IEP Team from their home school district. While students come from various parts of Michigan, most are from Genesee County, where MSD is located.

- Genesee County
- Livingston County
- Macomb County
- West Shore ESD
- Muskegon ISD
- Oakland ISD
- Ottawa ISD
- St. Clair County RESA
- Sanilac ISD
- Shiawassee ISD
- Wayne RESA
- Wexford Missaukee ISD



STAFF DEMOGRAPHICS

80
STAFF MEMBERS



HISTORY



170

YEARS OF OPERATION

The Michigan School for the Deaf (MSD) was founded in 1854 in Flint, Michigan, initially serving both Deaf and Blind students. In 1856, the school moved to its permanent facility in Flint, and by 1857, it was fully operational. Over time, the focus shifted exclusively to Deaf education, and in 1887, it was renamed the Michigan School for the Deaf. Throughout the late 19th and early 20th centuries, MSD expanded its facilities and programs, emphasizing vocational training and comprehensive educational opportunities for deaf students. Despite facing budget cuts and challenges in the latter half of the 20th century, MSD continued to evolve, modernizing its campus and curriculum. Today, MSD remains dedicated to providing high-quality education to deaf and hard-of-hearing students, promoting American Sign Language and Deaf culture.

PROGRAMS & SERVICES



The Michigan School for the Deaf (MSD) provides comprehensive programs and services for Deaf or hard-of-hearing students. Services include:

School Health Center

The center is staffed by two certified school nurses (RNs) who administer medication, provide basic health services to students and staff, and offer medical training as necessary. MSD plans to expand the Health Center to include vision, dental, vaccinations, and other health services, including walk-in services for families unable to leave work to bring their child to a doctor. This expansion is in the early stages.

Audiology

MSD has a full-time audiologist and an on-site sound booth. The audiologist provides direct services, consultations, and evaluations.

Speech Services

A full-time speech and language pathologist offers direct services to students whose IEP Team identifies a need for speech services. Additionally, MSD is hiring a speech and language and assistive alternative

communication (AAC) specialist to work alongside the speech pathologist, focusing on how AAC can improve communication access.

Physical Therapy

A part-time physical therapist provides individual direct services to students whose IEP Team determines a need for physical therapy. The therapist completes informal assessments, evaluations, and consultations with teachers.

Occupational Therapy

A part-time occupational therapist offers individual direct services to students whose IEP Team identifies a need for occupational therapy. The therapist conducts informal assessments, evaluations, and teacher consultations.

Vision Impairment/ Orientation & Mobility

MSD has a part-time teacher consultant for the visually impaired and a certified orientation and mobility specialist (VITC/COMS). They provide individual direct services to students whose IEP Team determines a need for vision services, and they complete informal assessments, evaluations, and consultations with teachers.

Counseling

MSD is hiring a school counselor to work alongside the school social worker, addressing students' social, emotional, behavioral, and academic

needs. The counselor works with students who do not have social work identified as a need in their IEP.

Transition Services

A full-time transition coordinator works with students ages 14 through 25 on transition-specific activities. The coordinator identifies work-based learning opportunities, conducts transition assessments, and ensures progress toward post-secondary goals.

Interpreting

MSD employs three interpreters and is hiring an additional interpreter. Interpreters provide communication access for students attending the career and technical institute, field trips, and other daily events.

Academic Assessments

The dean of students oversees state and district assessments. Classroom teachers develop their own curricular assessments, coordinated with the ASL specialist when applicable.

Sign Language Assessments

A full-time ASL Specialist conducts sign language assessments for all students, incorporating assessment data into IEPs to inform goal setting and classroom needs.

PROGRAMS & SERVICES

Residential Living

MSD operates two on-site dormitories. One dormitory accommodates boys and girls ages 2.5 - 10, and the other houses young men and women ages 11 through 25.

Athletics

A full-time activities director schedules athletic events, maintains the coaching staff, and creates opportunities for afterschool activities such as Signing Hands, theater productions, and the academic bowl.



SCHOOL

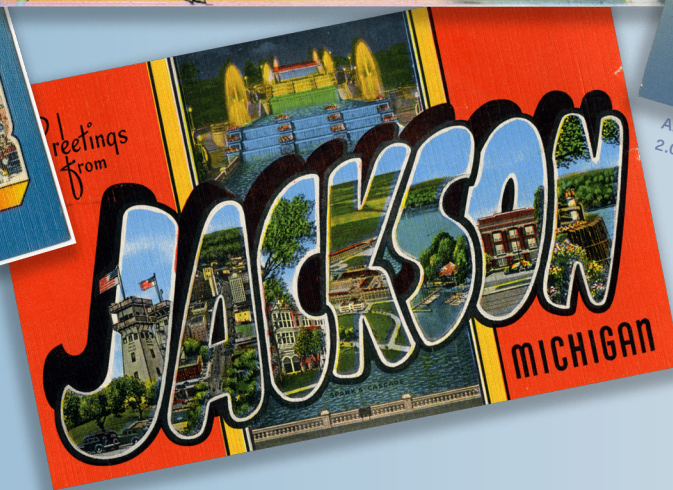
FUNDING

The Michigan School for the Deaf (MSD), overseen by the Michigan Department of Education, operates under the State School Aid Act (Act 94 of 1979). This legislation provides the framework for state funding allocation to MSD, utilizing a tuition billback model. The funding below is reflective of school and residential operations.

ANNUAL FISCAL BUDGET

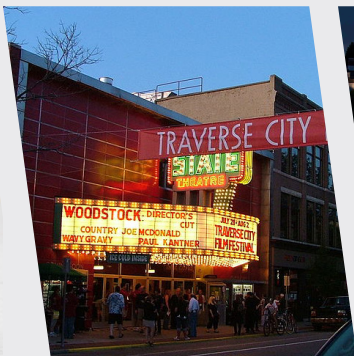
Fund	24-25
Federal Revenue	\$5,639,400
Local Cost Sharing	5,868,500
State General Fund	3,000,000
Gifts	150,000
Student Insurance Revenue	206,100
	\$14,864,000

ABOUT MICHIGAN



All postcards pictured here are by Steve Shook from Moscow, Idaho, USA, CC BY 2.0 <https://creativecommons.org/licenses/by/2.0>, via Wikimedia Commons

ABOUT MICHIGAN



MICHIGAN, SITUATED IN THE HEART OF THE GREAT LAKES REGION, offers a vibrant and inspiring environment for educators. The state's dedication to education is evident in its robust public school system, innovative educational programs, and numerous high-ranking institutions. Michigan consistently invests in education, with over 3,500 public schools serving approximately 1.5 million students statewide. The state is also home to 15 public universities and numerous private colleges, fostering a culture of lifelong learning.

Michigan is also celebrated for its stunning natural beauty and rich cultural heritage. From the scenic shores of the Great Lakes to the bustling urban centers like Detroit and Ann Arbor, the state offers a unique blend of outdoor adventure and

cultural experiences. Residents and visitors alike can explore vast forests, pristine lakes, and dynamic cities, enjoying a wide range of recreational activities and cultural events. This rich tapestry of environments creates an ideal backdrop for educators seeking both professional fulfillment and personal enrichment.

In Michigan, educators find not only a place to teach but also a place to grow and thrive. The state's communities are known for their welcoming spirit and active engagement, often coming together for local festivals, sports events, and community projects. This sense of camaraderie extends to the schools, where collaborative efforts between educators, parents, and community members are highly valued.



ABOUT FLINT

FLINT IS A CITY WITH A RICH HISTORY AND A VIBRANT COMMUNITY SPIRIT.

Known for its pivotal role in the American automotive industry, Flint has a legacy of innovation. Located in Genesee County along the Flint River, the city offers a blend of urban and natural environments, with several parks, cultural institutions, and historical landmarks providing diverse recreational and educational opportunities for residents and visitors.

The community in Flint is celebrated for its strong sense of unity and pride. The city hosts numerous community events such as the Flint Art Fair, Back to the Bricks car show, and the Crim Festival of Races, which bring people together to celebrate the city's vibrant culture and history. These events, along with various local initiatives and organizations, foster a sense of community collaboration and engagement.

Flint is also a hub for education and culture in the region. The city is home to the University of Michigan-Flint, Kettering University, and Mott Community College, offering a range of academic programs and contributing to the city's intellectual and cultural vitality. The Flint Cultural Center, including institutions like the Flint Institute of Arts, the Flint Symphony Orchestra, and the Longway Planetarium, provides rich cultural experiences for all ages. Additionally, Flint's healthcare facilities, such as Hurley Medical Center, ensure residents have access to quality care.

Flint's commitment to growth and revitalization, combined with its strong community bonds and rich cultural landscape, make it a city full of resilience and opportunity.

MICHIGAN DEAF AND DEAFBLIND COMMUNITY

Michigan is home to vibrant and active Deaf and Deafblind communities, supported by a robust network of resources and organizations. The Michigan Department of Civil Rights houses the Division on Deaf, DeafBlind, and Hard of Hearing, which provides advocacy, information, referral services, and technical assistance to ensure equal access and opportunities for these individuals. Michigan has approximately 1.2 million residents with hearing loss, including those who are Deaf and DeafBlind.

Several organizations, such as the Michigan Association of the Deaf (MAD) and Michigan

DeafBlind Central, play pivotal roles in supporting these communities. MAD advocates for the rights and interests of Deaf individuals, while Michigan DeafBlind Central offers specialized support, training, and resources for the DeafBlind population. Community events, such as Deaf Awareness Week, ASL socials, and local Deaf clubs, provide opportunities for socialization, networking, and cultural exchange, fostering a strong sense of community.

Educational resources remain a cornerstone of support for the Deaf Community. The Michigan School for the Deaf (MSD) in Flint offers comprehensive

educational programs for Deaf and Hard of Hearing students, promoting academic excellence and the development of American Sign Language (ASL) skills. Additionally, various colleges and universities in Michigan provide programs in ASL and Deaf Studies, further enriching the educational landscape and fostering a deeper understanding of Deaf culture. This extensive network of services, events, and educational opportunities ensures that Deaf and DeafBlind individuals in Michigan have the resources they need to thrive and fully participate in all aspects of life.



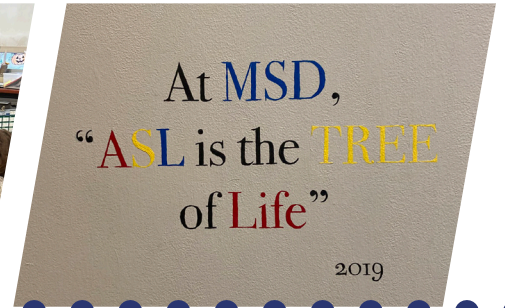
LEADERSHIP PROFILE

The Michigan School for the Deaf (MSD) seeks a transformational Head of School who embodies a deep commitment to the students and staff of MSD, and the Deaf community of Michigan. This leader will be pivotal in shaping an inclusive, enriching educational environment for Deaf and Hard of Hearing students. With a robust foundation of Deaf culture, coupled with an innovative approach to

Deaf education and advocacy, the ideal candidate will drive MSD to become the premier institution for Deaf education in Michigan. This profile outlines the vision and capabilities required to lead MSD into a future where it is celebrated for its commitment to enriching the lives of its students and the broader community, ensuring every student thrives.



LEADERSHIP PROFILE



Visionary Leadership and Educational Advocacy

The Head of School will exemplify visionary leadership, deeply committed to educational excellence within a bilingual-bicultural model, prioritizing the use of American Sign Language (ASL) alongside English. This leader will lead future language planning discussions and ensure that all staff, from educators to support personnel, achieve fluency in American Sign Language (ASL), fostering an inclusive atmosphere where ASL is the primary mode of both instruction and daily communication. This commitment will enhance communication equity throughout the school, enabling full participation and engagement in all aspects of the educational environment.

With a strong emphasis on the bilingual-bicultural approach, this leader will champion significant advocacy efforts both at the state and national levels, specifically focusing on initiatives like Lead-K to

support early language acquisition. By enhancing these educational frameworks and forming strategic partnerships, the goal is to establish MSD as the premier institution for Deaf education in Michigan. Furthermore, this leader will focus on increasing student enrollment, ensuring that more families and students are aware of and can access the high-quality educational opportunities MSD offers.

Resource Management and Strategic Community Engagement

The Head of School will ensure the efficient use of resources to support MSD's mission. Including skillful securing of funding and management of the school's budget, This leader will actively engage state entities to secure funding dedicated to advancing the school's mission. By aligning MSD's educational objectives with government educational priorities and demonstrating the unique value MSD provides, the

leader will ensure robust funding streams that enable the school to expand and innovate.

Furthermore, the Head of School will be instrumental in forging strong relationships within the local Flint community and the broader Deaf community across Michigan. These relationships will be cultivated through regular engagement activities, collaborative projects, and community events that not only raise the school's profile but also actively involve community members in the school's programs. Such engagement will be crucial in making MSD a central hub for Deaf culture and education, thereby increasing its influence and reach.

Innovative Educational Strategies and Staff Empowerment

The leader will introduce innovative teaching methods and technologies tailored to Deaf students' needs, overseeing a dynamic curriculum that incorporates bilingual education

in ASL and English. Addressing staff vacancies, they will attract dedicated educators proficient in ASL and committed to Deaf education, emphasizing professional development to equip educators to meet evolving educational demands and improve their teaching efficacy.

Supportive School Climate and Enhanced Interdepartmental Collaboration

Fostering a supportive and inclusive school climate, the Head of School will ensure MSD is a nurturing space by implementing comprehensive support programs and promoting a respectful environment. They will enhance collaboration between teachers, support staff, and dorm staff to ensure a cohesive educational experience. Additionally, the leader will prioritize transparency in school operations and decision-making, enhancing communication across all levels of the school community to foster inclusivity and a sense of belonging.

JOB DESCRIPTION

The MSD Head of School directs and manages all functions of the Michigan School for the Deaf (MSD) campus including direct programs and services to MSD students, statewide outreach services to students of the Deaf or Hard of Hearing community, campus central office functions, and facility maintenance. Additionally, this position also manages and facilitates all MSD communication between intermediate school districts (ISD), local school districts,

student's parents and the deaf and hard of hearing communities and serves as the point of contact for the Office of Special Education (OSE). Lastly, this position oversees the residential programming at MSD. This position serves as a second-line professional manager, supervising the School Principal 14, Departmental Analyst 12 (HR Liaison), Departmental Manager 14 (Youth Dorm Manager), and Department Manager 13 (Business Manager).



JOB DESCRIPTION

Duty 1

GENERAL SUMMARY

Direct and supervise staff at the Michigan School for the Deaf to ensure all academic programs and services achieve required outcomes and are in compliance with state and federal statutory and regulatory requirements.

PERCENTAGE
50%

INDIVIDUAL TASKS RELATED TO THE DUTY:

- Oversee and ensure curriculum is aligned with State of Michigan Curriculum Framework, including grade level content expectations and any legislative requirements by providing professional development and observation feedback.
- Oversee and ensure instructional staff meets requirements of law, are evaluated in relation to professional standards and student performance and are provided with professional development as needed.
- Oversee and ensure procedural safeguards under the Individuals with Disabilities Education Act, individualized education programs

(IEP) are developed and implemented based on student needs, and all related compliance obligations are met.

- Coordinates activities by scheduling work assignments, setting priorities and directing the work of subordinate employees.
- Oversee the selection and assignment of staff, ensuring equal employment opportunity in hiring and promotion.
- Evaluate direct staff performance and identify professional development and training needs of all staff, including school and dorm staff.
- Directs and participates in the development, interpretation, evaluation and recommendation of policies, procedures, rules and regulations for MSD education programs and services.
- Plan, organize, direct, coordinate, and evaluate service delivery through the IEP and develop improvement plans, as necessary.
- Oversee and ensure that the school environment supports behavioral growth and social skills by providing opportunities for all school social worker and guidance counselor to collaborate and support the implementation of team driven efforts

through Positive Behavioral Intervention & Supports (PBIS) and Multi-Tiered System of Supports (MTSS).

- Oversee and ensure school programs are focused on student achievement for both academic and functional outcomes by implementing appropriate and compliant curriculums and supports for all grade levels.
- Participate and represent the MSD management team during Union Labor Management meetings and Labor Relations meetings and/or hearings.
- Lead MSD management and staff through the development of a language policy and ensure consistent implementation of the finalized language policy.
- Manage and implement changes to MSD policies as a result of litigation, lawsuits, due process hearings, state complaints, or Office of Civil Rights complaints.
- Oversee the residential programming for students residing in the dormitories.
- Implement transition planning and services in place to support graduation and successful post-school outcomes for all students.

JOB DESCRIPTION

Duty 2

GENERAL SUMMARY

Manage and facilitate MSD communication between intermediate school districts (ISD), local school districts, student's parents and the deaf and hard of hearing communities as well as communication internally within MSD.

INDIVIDUAL TASKS RELATED TO THE DUTY

- Serve as the liaison between the MSD and ISDs, local school districts, parents of students at MSD and the deaf and hard of hearing communities.
- Serve as the MSD point of contact who communicates directly with the MDE Office of Special Education
- Develop relationships with ISDs, local school districts, student's parents and the deaf and hard of hearing communities and ensure consistent messages and strategies, when appropriate.
- Oversight of MSDs internal communications, staff meetings and internal and public websites.
- Research, develop, and recommend policy and procedures concerning MSD and public relation activities.
- Research, develop and recommend as appropriate on all crisis communications and the overall protocol and procedure for all vital communications, as well as deliver all time sensitive and crucial crisis communication in a professional manner.
- Recommend strategic direction for activities in alignment with MSD's vision, mission and goals.
- Directs and coordinates MSD special event involvement and requests, to evaluate and act on opportunities that are appropriate.

PERCENTAGE

40%

Duty 3

GENERAL SUMMARY

Other duties assigned

INDIVIDUAL TASKS RELATED TO THE DUTY

- The position will disperse medication to students when the school nurse is not available.
- Facilitate school improvement including diversity, equity, and inclusion activities.

PERCENTAGE

10%



HOW TO APPLY



Please send all questions to:

Shane Feldman, Chief Executive Officer
Innivee Strategies, Inc.
apply@innivee.com

Photos (Top to Bottom)

**Superintendent's Cottage,
Mural by a Deaf artist, and
high school students being
silly for the camera.**

