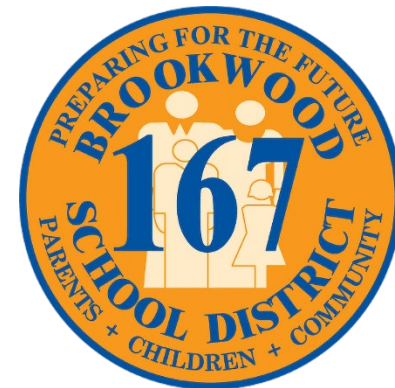


Announcement of Vacancy

Superintendent

Brookwood SD 167

September 2026



MISSION STATEMENT

Brookwood School District 167, in partnership with parents and community, will create a learning environment in which all students excel at becoming lifelong learners and decision makers.

ANNOUNCEMENT OF VACANCY

The Board of Education of Brookwood SD 167, Glenwood, Illinois is seeking qualified applicants for the position of Superintendent. The Board wishes to select a superintendent who will begin work on July 1, 2027.

The Board expects to offer a salary in the range of \$170,000 to \$195,000 and a competitive benefits package including sick days, vacation days, personal days, health insurance, dental/vision insurance, life insurance, TRS/THIS contributions, and professional membership dues. It is anticipated that the total compensation package will be based on successful experience and education. It is expected that the initial contract will be for a multi-year period, as authorized by Illinois statutes.

APPLICANTS ARE REQUESTED NOT TO CONTACT BOARD MEMBERS.

Brookwood SD 167 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.

A PROJECTED TIMELINE

Application Deadline:
November 6, 2026 by Noon (CST)

Candidates Presented to Board:
November 2026

Board Interviews Candidates:
November/December 2026

New Superintendent Appointed:
January 2027

New Superintendent Begins:
July 1, 2027

APPLICATION INSTRUCTIONS

IASB has an online application process and does not accept mailed, emailed, hand-delivered or faxed application packets. Please begin your application process at: <https://iasb.myrevelus.com>

Applicants will need to establish a username and password. Applicants will be asked to give consent to a limited background inquiry. Completed responses to statements identified in this announcement will be required.

All applicants must apply online by 12:00 p.m. (CST) November 6, 2026, and upload the following **PDF documents** to receive consideration:

1. A **formal letter of application** indicating your desire to be a candidate for this position.
2. A **formal resume** that includes a summary of achievements in all education positions, educational vision, and goals, personal leadership philosophy and reasons for your interest in this position.
3. At least **three recent letters of reference dated within the last three years**.
4. **Copies of transcripts** from each college/university attended. **Please redact/remove your social security number and birthdate before uploading any of these items).**
5. **Proof of qualification and licensure to be a superintendent in the state of Illinois** (copy of the administrative licensure with all related endorsements*) or other evidence showing qualification to be a superintendent in another state. **(Please redact/remove your birthdate before you upload this document.)**

ALL UPLOADS MUST BE IN PDF FORMAT.

*Information on certification and licensure can be obtained by contacting the Illinois State Board of Education, Department of Educator Effectiveness, 100 North First Street, Springfield, Illinois 62777 or by visiting the ISBE website at www.isbe.net.

Applicants will be required to provide responses to the following online application statements:

1. Describe your experience in curriculum development and instructional implementation.
2. Describe your experience in school finance and budgeting.
3. Describe your experience in developing and monitoring goals for school improvement.
4. Describe your experience in building and sustaining productive relationships with stakeholders (board, staff, students, parents and community members).
5. Describe your experiences in working with a diverse population (socio-economic, cultural, ethnic, etc.).
6. Having read the ideal candidate section of the announcement of vacancy, why do you feel you are a match for this district?

GENERAL INFORMATION ON THE DISTRICT AND AREA

LOCATION — Serving children in all or part of Chicago Heights, Glenwood, Holbrook, Lansing, Lynwood, and Rural Cook County

TYPE — PreK-8; 1,170 Students.

OFFICE — 201 E. Glenwood-Dyer Rd., Glenwood, IL 60425.

STAFF — 4 Principals, 2 Assistant Principals, 104 Certified Faculty, 82 Non-Certified Staff.

CENTRAL OFFICE PERSONNEL — Superintendent, Business Manager, Maintenance Director, Food Service Director, Facility Director, Special Ed. Director, Curriculum Director, and Payroll Clerk.

CURRICULUM — Brookwood School District 167 utilizes curriculum in Mathematics, Science, English Language Arts, and Social Studies that is aligned with the Common Core State Standards and designed to provide students with rigorous, standards-based instruction. The District also implements a social-emotional learning curriculum to support students' social, emotional, and behavioral development. In addition to our core curricula, the District provides staff with supplemental curricula, resources, and instructional platforms that support increasing rigor appropriately and providing targeted Tier 2 and Tier 3 interventions across content areas. Our goal is to support the whole child by using student data and instructional resources to meet students where they are academically, provide the appropriate level of challenge and support, and help each student make meaningful progress toward grade-level standards while supporting their social-emotional growth.

SPECIAL PROGRAMS — Brookwood School District 167 is committed to strengthening programs and supports that respond to the diverse needs of our students and families. Our focus is on ensuring equitable access to educational opportunities, removing barriers to student success, and creating consistent systems of support across the district.

We are continuing to strengthen areas such as English Learner and bilingual services, Section 504, student health and wellness, McKinney-Vento and youth-in-care supports, family engagement, and community partnerships. This work includes refining procedures, strengthening compliance, improving coordination across departments, and ensuring families can effectively access the resources and services available to them.

The next superintendent should value the diverse needs of our school community and support collaborative, sustainable programs that promote access, belonging, engagement, and success for every student.

SPECIAL SERVICES — Brookwood School District 167 is intentionally strengthening its continuum of special education and student support services while fostering a more inclusive mindset across the district. We are refining processes and procedures, strengthening compliance and consistency across buildings, and building internal capacity to better meet students' academic, behavioral, social-emotional, and functional needs.

Our continued priorities include expanding inclusive practices and least restrictive environment opportunities, strengthening MTSS and early intervention systems, enhancing behavioral and mental health supports, recruiting and retaining highly qualified staff, and increasing meaningful family engagement.

The next superintendent should view special education and student support services as an integral part of the district's overall instructional program and support the staffing, professional learning, resources, and systems necessary for continued growth. Brookwood is building stronger, more sustainable systems grounded in collaboration, accountability, inclusion, and the belief that all students are *Brookwood students*.

FACILITIES — Brookwood School District 167 operates four schools serving students from Pre-Kindergarten through eighth grade. Longwood Elementary School serves students in Pre-Kindergarten through fourth grade, while Hickory Bend Elementary School serves students in Kindergarten through fourth grade. Brookwood Middle School serves students in fifth and sixth grades, and Brookwood Junior High School serves students in seventh and eighth grades.

TRANSPORTATION — Brookwood School District 167 is in the fourth year of a contract with First Student in providing student transportation services. The original contract was through Cook-Illinois Corporation, doing business as Kickert Bus Lines. In 2026, First Student purchased Kickert.

First Student provides student transportation for all regular education students who reside 1 1/2 miles or more or transportation for students where there is a hazard to and from the school each student attends.

First Student also provides transportation for Special Education Students to and from SPEED Special Education Joint Agreement (SPEED 802) via American School Bus, also a First Student transportation company.

In terms of students who attend out-of-district Special Education programming other than SPEED #802, other small student transportation vendors provide these services such as Special Education Services, ZOOM Elite, and EWR Transit Solutions.



Illinois Association
of School Boards

This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Carmen I. Ayala, Ph.D., Consultant Executive Searches, (630) 629-3776, ext. 1243.

GENERAL INFORMATION ON THE DISTRICT AND AREA

DISTRICT WEBSITE — www.brookwood167.org

MEMBER OF — Brookwood School District 167 proudly maintains its regional affiliation with Intermediate Service Center 4 (ISC 4) in Chicago Heights, ensuring continuous professional development and compliance alignment. Additionally, the district addresses the diverse learning needs of all students through its membership in the SPEED School District 802 Special Education Cooperative, also located in Chicago Heights. This dual collaborative network ensures our educators and families have access to premier regional support services, specialized programming, and comprehensive community resources.

Brookwood SD 167 empowers its Pre-K through 8th-grade students with foundational tech prep opportunities by integrating hands-on STEM infrastructure and early career exploration into the core curriculum. Through the Project Lead The Way (PLTW) Gateway To Technology program and state-of-the-art elementary SMART Labs, students master real-world problem-solving skills long before reaching high school. This technical foundation is reinforced by the personalized career tracking via Naviance, ensuring students are uniquely prepared to transition seamlessly into advanced Career and Technical Education (CTE) pathways and future college-credit sequences at the high school level.

MEDICAL — Glenwood and the surrounding communities provide residents with access to a variety of medical, dental, rehabilitation, and specialty healthcare services. Local resources include BMC Dental, Inc. on Halsted Street, Glenwood Healthcare and Rehab on Cottage Grove Avenue, and JenCare Neighborhood Medical Center for Seniors on Halsted Street. Residents also have access to several regional hospitals and healthcare centers, including Ingalls Memorial Hospital in Harvey, Ingalls Family Care Center in Flossmoor, Advocate South Suburban Hospital in Hazel Crest, and St. James Medical Center's Olympia Fields Campus. Together, these facilities provide residents with access to comprehensive healthcare services and a range of medical resources within the surrounding south suburban community.

CULTURAL - Glenwood, Illinois, is a diverse suburban community with a population of approximately 8,603 residents. The community is predominantly Black or African American, representing approximately 71% of the population. White residents comprise approximately 21% to 23.6% of the population, while Hispanic or Latino residents account for approximately 5% to 7.4%. Individuals identifying as Two or More Races represent approximately 2% to 2.9% of the population. Glenwood's diverse demographic composition contributes to a vibrant community and provides an important context for understanding the students, families, and stakeholders served by the school district.

RECREATION — Glenwood offers residents a variety of recreational opportunities, parks, and community amenities that contribute to the community's quality of life. The community's parks and open spaces include Estates Park, Arquilla Park, Strand/Callahan Park, Veterans Park, Hickory Glen Park, and Glenwood Woods South, providing opportunities for outdoor recreation, sports, walking, and family activities. Glenwoodie Golf Course provides a scenic setting for golfers of all skill

levels, while Skyline Pool offers seasonal swimming and aquatic recreation for residents. In addition, local health and fitness clubs provide opportunities for residents to pursue wellness and an active lifestyle. Together, these recreational resources and community amenities support a strong sense of community and provide residents of all ages with opportunities to remain active, engaged, and connected.

PLACES OF WORSHIP — Glenwood is home to a variety of places of worship that contribute to the community's sense of connection, service, and belonging. Local congregations include Calvary Baptist Church, Glenwood Bible Church, Kingdom Harvest Family Church, Living Springs Community Church, St. Andrews Lutheran Church, and The New Hope Apostolic Ministries. These faith communities provide opportunities for worship, fellowship, community service, and family engagement, further contributing to the strong network of organizations and relationships that enrich the Glenwood community.

RETAIL — Glenwood offers residents a variety of convenient retail, grocery, personal-service, and specialty shopping options. The village's retail offerings are concentrated along major corridors such as Halsted Street, Glenwood-Lansing Road, Glenwood-Dyer Road, and Main Street, providing convenient access to everyday goods and services. Residents also benefit from the close proximity of larger shopping areas in neighboring communities, including Homewood, where a broader selection of national retailers, grocery stores, restaurants, and services is available. Together, Glenwood's local businesses and nearby retail centers provide residents with a convenient mix of shopping options while supporting the economic vitality of the south suburban community.

FRATERNAL AND PROFESSIONAL

ORGANIZATIONS — Glenwood is supported by a strong network of fraternal, professional, civic, youth, and community organizations that provide residents with opportunities to connect, volunteer, and become actively involved in the community. Community resources and organizations include the Glenwood-Lynwood Public Library, Glenwood Baseball League, Glenwood Hawks Basketball, Glenwood Cougars Football and Cheerleading, Glenwood Chess Club, and AMVETS Post #268. Neighborhood and civic organizations such as the Glenwood Estates Neighborhood Watch, Glenwood Jr. Women's Club, Glenwood Lions Club, and Glenwood Lioness Club provide additional opportunities for community service and engagement. Youth-focused organizations, including Daisies, Brownies, and Girl Scouts, as well as the Ladies Auxiliary of the Fire Department, further contribute to the community's strong spirit of volunteerism, leadership, and service. Collectively, these organizations play an important role in bringing residents together and strengthening the connections among families, schools, and the broader Glenwood community.

GENERAL INFORMATION ON THE DISTRICT AND AREA

COLLEGES/UNIVERSITIES —Glenwood is conveniently located within a region that offers residents and students access to a wide range of higher education opportunities. St. Xavier University in Chicago and University of St Francis in Joliet are among the nearby four-year institutions, while Concordia University Chicago and Dominican University are located in the western suburbs. University of Illinois at Chicago and Roosevelt University provide additional opportunities in Chicago. Most notably for Glenwood-area students, Prairie State College serves Glenwood as part of its District 515 service area and offers more than 100 degree and certificate programs, including transfer and career-focused programs. These institutions provide opportunities for higher education, workforce preparation, professional development, and potential partnerships that can support college and career readiness for students in the community.

INDUSTRY — Glenwood is home to a strong and diverse industrial base that contributes to the community's economic vitality and provides employment opportunities for area residents. The Village's industrial and business community includes companies such as CBF Technologies, Chemix Corporation, Dober Chemical Corporation, James Walker North America, Lagone Paving and Sealcoating, Landauer, Inc., Morrison Container Handling Solutions, Nalco Crossbow Water, LLC, SET Environmental, Baker Corporation, and Red Dot 94 Storage. These businesses represent a range of industries, including manufacturing, chemical production, engineering, environmental services, technology, and specialized industrial operations. Glenwood's commitment to economic development is further demonstrated through incentives such as Tax Increment Financing, tax abatements, job-training programs, and other resources designed to encourage business growth and expansion. The community's industrial sector continues to provide an important foundation for local economic development and offers opportunities for partnerships between businesses, community organizations, and schools to support workforce development and career exploration for students.

FINANCIAL DATA

EAV.....	\$252,725,803
Bonds Outstanding.....	\$ 9,315,000
Total Budget Revenue.....	\$ 24,637,000

TAX RATE —

Education.....	3.3550
Operations & Maintenance.....	0.3851
Transportation.....	0.3851
Working Cash.....	0.0385
I.M.R.F.....	0.0481
Tort Immunity.....	0.0005
Debt Service.....	0.6480
Special Education.....	0.0005
Health Life Safety.....	0.0005
Lease.....	0.0005
TOTAL.....	5.0530

THE BOARD OF EDUCATION

The Brookwood SD 167 Board of Education is comprised of citizens dedicated to providing the best education possible for every student it serves. Board members establish sound written policies and expect the superintendent to function as the chief executive officer in implementing those policies.

Name	*Years
Dr. Tiffany Graham, President.....	7
Stephanie Johnson, M.Ed., Vice President.....	3
Erica Brnfre, Secretary.....	3
Doreen Davis, Board Member.....	9
John Dixon, Board Member.....	15
Valencia Lynch, Board Member.....	5
Mary Taylor, Board Member.....	9

**Years served on the Brookwood SD 167 Board of Education.*

IDEAL CANDIDATE

Candidates will be evaluated on their professional merits and successful experience that demonstrates a good match for the district, with emphasis on the following, specified by the Board of Education. The Superintendent of our district should be an educational leader who:

- Has character traits such as integrity, calm professional temperament, respect for all
- Ensures an inclusive, safe school environment.
- Develops and supports rigorous, clear systems for curriculum, instruction, and assessment.
- Develops and works cooperatively/effectively with the Board of Education.
- Possesses expertise to enhance Personnel/Human Resource activities.

The Brookwood SD 167 community is seeking a student-centered, experienced educational leader who is visible, approachable, trustworthy, and committed to high expectations for all students. The next superintendent should communicate openly, listen to students, families, and staff, and build strong relationships across the community. Stakeholders want a collaborative leader who supports staff and maintains a strong focus on student achievement, safety, behavior and discipline, and quality instruction. They also value responsible stewardship of district resources and a leader who will build on Brookwood's strengths while guiding thoughtful, sustainable improvement.



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