



Invitation to Apply for Superintendent of Schools Position to Begin July 1, 2026

Community Consolidated School District 15
Palatine, IL

The Next Leader

The Board of Education of Community Consolidated School District 15 (Palatine, IL) has announced its search for a dynamic Superintendent of Schools to succeed Dr. Laurie Heinz following her retirement in June 2026. The firm, [BWP & Associates](#), is conducting this search for the district's new leader. CCSD15 invites successful educational leaders who are passionate about making a significant impact to consider this unique leadership opportunity. Interested candidates should be highly qualified and experienced educational leaders prepared to collaboratively set the District's strategic direction, drive continuous improvement efforts, and work with a diverse and supportive community, staff and Board of Education.

The ideal candidate has a proven track record of leadership success with a preferred, but not required, minimum of 5 years Superintendent experience in a recognized public/non-public school(s) along with 5 years of administrative experience. Elementary school level leadership is strongly preferred as well as a doctoral degree from an accredited university program.

The District and Communities

Community Consolidated School District 15 is a diverse and dynamic District. The district is the second largest elementary district in Illinois. It serves students in all or part of the communities of: Palatine; Hoffman Estates; Rolling Meadows; Inverness; and parts of Arlington Heights; Schaumburg; and South Barrington. District 15 has twenty schools comprising 14 elementary, five middle and one combined early childhood center and therapeutic school as well as an Educational Service Center and Technology Center. Its facilities, 12 out of which were just renovated, serve a Pre-K-8 student population of over 11,500 uniquely and diverse learners.

District 15 offers robust and varied curricular offerings designed to meet the needs of all students along the academic continuum through modern core curricular offerings as well as gifted, ESL, dual language, intervention and special education programming. Additionally, District 15 is committed to supporting the social-emotional and overall wellness needs of its students. It fosters strong relationships with staff and the communities in which they serve.

District 15 is recognized for its dedication to helping all students receive what they need to learn and grow and it is reflected in its Strategic Plan:

- Success and Belonging
- Staff Engagement and Retention
- Community Engagement and Family Involvement
- Facility Improvements & Moving 15 Forward Transitions

How to Apply

The selection process will be conducted as a **“rolling” search**. This means that applications will be assessed as submitted, and screening interviews will be conducted throughout the application period. The application deadline is **January 1**, with the new superintendent expected to be selected in mid-February.

Interested candidates are urged to complete the online application process at www.bwpassociates.com as soon as possible. Applications will be accepted until January 1, 2026. This will be considered a “Confidential Search”.

An application should include:

- A completed online Applicant Data Form
- A letter of application indicating qualifications and reasons for interest in the position
- A current resume
- College/University transcripts
- Three to four letters of recommendation
- Evidence of eligibility to be a Superintendent in Illinois

All of the required material should be submitted online at www.bwpassociates.com. Application materials will be treated confidentially. Applicants are requested not to contact members of the Board of Education.

A regionally competitive compensation package will be offered to the successful candidate with a potential base salary range of \$225,000 - \$275,000

Each candidate will be informed of the Board’s selection and appointment of the new Superintendent. The final selection and appointment is the sole responsibility of the Board of Education.

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