

**Chief Operations Officer - Vacancy
Milwaukee Public Schools, Milwaukee, WI**

Milwaukee Public Schools (MPS) is seeking a **Chief Operations Officer** beginning on July 1, 2025, (or when available) with a base salary range expected to be \$170,555 to \$204,057 (based on experience). Located in southeastern Wisconsin, MPS is the largest school district in the state, serving approximately 68,000 students. MPS is committed to accelerating student achievement, building positive relationships between youth and adults, and cultivating leadership at all levels. *U.S. News and World Report* rated five MPS high schools among the best in the state in the spring of 2024. The Class of 2024 earned more than \$113 million in scholarships and grants. The District has about 9,590 employees, and a budget of \$1.47 billion in total revenues and expenditures. Education is provided in 156 buildings, including 21 bilingual schools, five of Wisconsin's top high schools, eight public Montessori schools, and 11 International Baccalaureate schools. The diverse population includes students speaking 81 native languages.

- Link to MPS Strategic Plan: [MPS Strategic Plan](#)
- Link to MPS website for more information: [MPS Website](#)
- **Link to full job description: [Chief Operations Officer](#)**

Position Summary/Purpose:

Provides oversight and management of the district's operational areas including: Facilities & Maintenance Services, Business Operations & Transportation and School and Community Recreation. The COO is an active member of the executive leadership team tasked with both leading and partnering with senior leaders and is expected to work collaboratively with other district leaders in driving the district's strategies, organizational effectiveness and performance.

Education Requirements:

- A master's degree in business, finance, educational administration or a related field is required.

Experience Requirements:

- Ten or more years of progressively responsible duties in fiscal and operations management disciplines are required.
- Specific educational and/or public sector experience is desired.
- Broad knowledge of law and practices related to school district operations.
- Proven experience successfully managing multiple business functions within a large organization at an executive level.
- Demonstrated success working with and through people, in establishing goals, objectives and action plans to achieve district goals.
- Demonstrated success in managing change in a constructive manner and leading and facilitating collaboration among offices.
- **Equivalent combinations of training, education, and experience may be considered.**

APPLICATIONS:

Please email **one continuous PDF document** using the same order as below.

1. Cover letter (stating interest and unique qualifications for the position)
2. Full resume/vitae
3. Three letters of recommendation
4. Three names and contact information for three references (must be different names than the letters of recommendation).
5. You may add up to five additional pages of material at the end of your application document (news articles, press releases, testimonials, letters, events, awards received, presentations etc.) to support your candidacy.

Completed application materials should be emailed to:

- Mike Richie, HYA at mikerichie@hyasearch.com with **MPS Chief Operations Officer Application** in the subject line
- This position will remain open until filled
- Screening interviews begin as applications are received
- Formal interviews to begin in May/June, 2025
- Position starting July 1, 2025 or when available

Link to the HYA Posting: <https://hyasearch.com/job/chief-operations-milwaukee-wi/>

For any questions regarding the Milwaukee Public Schools Chief Operations Officer search, contact the HYA Associate listed below; do not contact MPS School Board members or administration.

Mike Richie, Hazard, Young, Attea & Associates

Email: mikerichie@hyasearch.com

