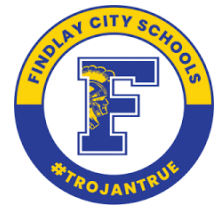


Superintendent/CEO Search for Findlay City Schools



Mission Statement

Unlocking the dreams of all students through academic excellence,
diverse opportunities, and true belonging.

The Community

The Findlay City School District serves approximately 5,600 students in 12 buildings – one preschool, three elementary schools (Grades K-2), three intermediate schools (Grades 3-5), two middle schools (Grades 6-8), one high school (Grades 9-12), one career center, and both an online digital academy and two blended programs. Located about 45 miles south of Toledo and 85 miles northwest of Columbus, the Findlay City Schools encompasses the city of Findlay (approximately 37 square miles with a population of 42,000) and is the largest school district in Hancock County.

The Findlay community has been awarded the “100 Best Communities Award” for children for the past four years, and the district has been a major factor in attaining this award. Working closely with the Community Foundation and many other community agencies, Findlay City Schools continues to offer programs that help nurture the whole child, including data driven academic focus, service learning, guidance, wellness, award-winning music programs, nationally recognized journalism, fine arts courses, intramural and competitive sports, and continued services for special needs and gifted students. The district also believes promoting character is an important part of a student’s experience at Findlay.

District Profile

Schools

High School (9-12)	1
Trojan Academy Online	1
Trojan Academy Blended	2
Millstream Career Center	1
Middle Schools (6-8)	2
Intermediate Schools (3-5)	3
Elementary Schools (K-2)	3
Preschool	1
<i>Enrollment (PK-12)</i>	5,586

Number of FTE's

Administrative	28
Teaching & Licensed	435
Support Staff	391

The Superintendent Search

The Findlay City School District Board of Education is seeking qualified applicants for the position of Superintendent. The Board seeks an effective administrator in financial and administrative leadership to fill the vacancy. It is expected the new Superintendent will take office on or before August 1, 2023. K-12 Business Consulting is assisting the Board in searching for an outstanding leader.

Leadership Criteria and Qualifications/Responsibilities

The Board of Education has identified the following qualifications as having particular importance for the position of Superintendent. The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership in the District and community. The Superintendent must maintain integrity and high standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following major characteristics:

- Excellent analytical, planning, and organizational skills to promote and maintain excellence in academics and programming;
- Strong spokesperson who can publicly promote, celebrate, and market the successes of the school district;
- Chief executive who will keep the Board fully informed and current with matters about the schools, one who will forge a strong partnership based on mutual trust and respect;
- Decisive educational leader with a strong background in student achievement who, after considering staff and community input, can make and defend decisions positively;
- Visionary and innovative skills along with an ability to produce short and long-range plans for ongoing improvement;
- Articulate, straightforward communicator with strong interpersonal skills and demonstrated ability to work tactfully, creatively, and visibly with Board members, administrators, staff, students, parents, community, and elected state and local officials;
- Ability to instill trust through engaging the community and staff at all levels;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility and accessibility; and
- Educational team leader who can develop, supervise, and support teaching and administrative talent, who inspires high-performance standards with accountability, and who finds satisfaction in the success of others.

Compensation and Terms of Employment

The Board intends to offer the successful candidate a contract, as per law. The base salary range is expected to be \$157,000 to \$182,000 and will be commensurate with experience and qualifications. Residency in the district and successful experience as a Superintendent are preferred but not required.

Findlay City Board of Education is an Equal Opportunity Employer

Employment is offered without regard to race, color, national origin, ancestry, citizenship status, religion, sex, gender identity or expression, economic status, age, disability, legally acquired genetic information, military status or sexual orientation.

Board of Education

Matt Cooper, President	5	years
Laura Eier, Vice President	3	years
Dr. Kathy Siebenaler Wilson	11	years
Susan Russel	5	years
Chris Aldrich	7	years

Financial Data

Inside millage	5.3
Outside voted millage	52.95
Total effective millage	33.84
Bond	4.2
Permanent Improvement	2.5
Total Valuation	\$954,569,150

Appropriations – FY2023

General Fund	\$61,270,000
Total - All Funds	\$92,097,204

General Fund Revenue

Local Taxes	54%
State Taxes	42%
Other	4%

About the Findlay City Schools

The district considers “facilitating student achievement” in a safe and caring environment as one of its top priorities.

As part of its strategic plan adopted in 2020, the Board approved the following strategic objectives:

ACADEMIC ACHIEVEMENT: By 2025, Findlay City Schools will rank in the top 3 of its 20 similar districts, as defined by the Ohio Department of Education.

CULTURE, CLIMATE, MORALE: Establish, expect, and uphold an environment of belonging for 100% of our students.

FINANCE: Develop and implement plans to ensure sufficient funding for current and future operations, programs, and facilities with transparency for all stakeholders.

Meeting the needs of the entire community is fundamental. In partnership with parents, post-secondary educational institutions, and businesses, the district shapes curriculum and instruction to ensure all students are successful. Findlay City Schools takes great pride in being part of the Leader In Me family, an evidence-based, comprehensive model building leadership and life skills in students, creating a high-trust school culture, and laying the foundation for sustained academic achievement.

During 2021-2022, over 300 Findlay High School students participated in the College Credit Plus (CCP) program. In addition, the graduates in the Class of 2022 earned \$5.25 million in scholarships and awards.

Findlay City Schools was the first district in Ohio to approve the addition of an active shooter defense system throughout the district. The system is a high-tech network of alarm systems that alerts first responders to a specific room or location without a 911 call.

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest
- A completed Superintendent application found at <http://www.k12consulting.net>
- An up-to-date resume
- List of three (3) references from associates or board members who can speak to candidate qualifications and work experience
- A copy of current Ohio Superintendent Certificate/License
- Credentials and transcripts

Note: Applicants should not make personal contact with any Board of Education members.

All application material can be mailed or emailed to the following:

K-12 Business Consulting
“Findlay City Schools Superintendent Search”
P.O. Box 476
New Albany, OH 43054
dwmiller@k12consulting.net

Direct questions concerning the position to:

Tom Ash at 614.425.3974 or tash@k12consulting.net
Dusty Miller at 614.774.2740 or dwmiller@k12consulting.net

Tentative Timeline

Announce Vacancy	2022.11.04
Application Materials Due	2023.01.13
Initial Interviews	2023.01.31 & 02.01
Final Interviews	2023.02.08
Action to Employ	2023.02.13
Est. Begin Employment	On or before 2023.08.01

These dates are approximate times. Applicants are reminded that application materials are subject to public records law.

**Deadline for applications
is January 13, 2023**

