

Superintendent/CEO Search for Fairbanks Local School District

Assisted by K-12 Business Consulting



Mission Statement

Fairbanks Local Schools, a community-minded district, is committed to providing all students with an innovative and progressive education.

The Community (About Fairbanks)

The Fairbanks Local School District is in Milford Center, Ohio. In addition to Milford Center, it also encompasses parts of Irwin, Mechanicsburg, Unionville Center, Ostrander, Plain City, Hilliard and Dublin. It is largely rural, with pockets of neighborhoods and small towns. The district encompasses elementary, middle and high school buildings on a single campus.

The district was founded in 1960 and was named after Charles W. Fairbanks. Charles was born in a log cabin located in Unionville Center 1852. He was raised in Unionville Center, Ohio and graduated from school at Unionville Center. He went on to attend Ohio Wesleyan University, where he studied law, and graduated in 1872. After marrying a Marysville resident, they moved to Indianapolis, Indiana, where he became active in politics, even serving as Vice President under Theodore Roosevelt from 1905 to 1909.

There are approximately 1100 students currently enrolled in the district, with approximately 75-100 students per grade. The district is part of the Central Ohio ESC and Tolles Career and Technical Center. The district has strong support within the community and many community members have been part of the school for generations. The district boasts a seasoned staff of approximately 150 people, with historically little to no annual turnover.

The Superintendent Search

The Board of Education is seeking qualified applicants for the position of Superintendent. It is expected the new superintendent will take office on or before August 1, 2019. K-12 Business Consulting is assisting the Board with the search.

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/CEO 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 maintain a strategic direction;
- Strong spokesperson who can publicly 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 in a positive manner;
- 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 officials;
- Ability to instill trust in the community and at all staff levels;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility and accessibility;
- Educational team leader who is able to develop, supervise and support teaching and administrative talent, who inspires high performance standards with accountability, and finds satisfaction in the success of others.
- Successful experience as a Superintendent is desirable and preferred, but not required.

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 \$108,000 to \$120,000 but is negotiable and commensurate with experience and qualifications.

District Profile

School Buildings

High School	1
Middle School	1
Elementary School	1

Student Enrollment (FTE) 1100

Number of Employees

Administrative	7
Certified Staff	79
Classified Staff	67
Treasurer's Staff	2

Selective Client Board of Education is an Equal Opportunity Employer.

Employment is offered without regard to race, age, color, national origin, gender or disability.

Board of Education

Mark Lippencott, President	13	Years
Lisa Adkins, Vice President	7	Years
Angie Bouic, Member	Jan, 2018	Years
Derek Nicol, Member	Jan, 2018	Years
Brian Phelps, Member	Jan, 2018	Years

Financial Data

Operating Millage	
Inside	4.9
Outside	36.90
Effective Residential	29.60
Effective Commercial	33.44
Total Valuation	\$266,290,890

Appropriations

General Fund	\$13,000,000
Total – All Funds	\$15,900,000

General Fund Revenue

Local Taxes	65%
State Funds	33%
Other	2%
Bond Rating	Aa3

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest;
- Completed Superintendent application;
- An up-to-date resume;
- List 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
"Fairbanks LSD Superintendent Search"
P.O. Box 476
New Albany, OH 43054
klowery@k12consulting.net

Direct questions concerning the position to:

Kathy Lowery at 614.769.1211 or klowery@k12consulting.net
Deb Campbell at 937.215.7068 dcampbell@k12consulting.net

The District (Teaching & Learning)

At Fairbanks Local Schools we strive to develop the habits and skills necessary for lifelong learning. We empower our learners, challenge them to be innovative, and provide relevant opportunities for them to practice the skills necessary for an ever-changing future. Fairbanks staff members embrace professional learning and collaboration. We are engaged in continued discussion of the following questions as part of our work to increase student achievement:

- What do we want students to know, understand, and be able to do in each course or curricular area?
- How do we best assess student learning and use data to personalize learning for each of our students?
- How can the use of technology enhance our instruction in the classroom and assist with meeting each student's individual needs?

To meet the needs of all learners, we have implemented blended learning that is the combination of high quality face-to-face instruction and meaningful technology usage. To continue aligning our work within the district, Fairbanks Local Schools, along with the state of Ohio, has adopted to Future Ready framework which is a strategic planning tool intended to guide schools as they shift toward blended and personalized learning.

Tentative Timeline

Announce Vacancy	October 18, 2018
Application Materials Due	January 11, 2019
Initial Interviews	January 29 & 30, 2019
Final Interviews	February 5, 2019
Action to Employ	February, 2019
Est. Begin Employment	August 1, 2019

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

**Deadline for applications is
January 11, 2019**

