

Superintendent/CEO Search for Bucyrus City Schools



Assisted by K-12 Business Consulting, Inc.

Mission Statement:

The Relentless Pursuit of Success

The Community

Bucyrus City School District is located in Crawford County in north central Ohio, approximately 28 miles west of Mansfield and 60 miles north of Columbus. Bucyrus is the County seat of Crawford County and has a population of 12,362 living in approximately 5,320 households.

The District is located in between Columbus and Lake Erie. It is within easy driving distance to many recreational activities offered at Lake Erie and locally such as the Bucyrus Bratwurst Festival. There are many educational opportunities such as The Ohio State University in Mansfield and Marion, and, Tiffin University nearby.

The Superintendent Search

The Bucyrus City Schools 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 Bucyrus City Schools 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 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 can 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 \$105,000 to \$121,000 but is negotiable and commensurate with experience and qualifications.

District Profile

School Buildings

| | |
|-------------------------|---|
| High School 9-12 | 1 |
| Middle School 6-8 | 1 |
| Elementary Schools PK-5 | 1 |

Enrollment K-12 1,312

Number of FTE's

| | |
|---------------------------|-----|
| Administrative | 11 |
| Teaching & Licensed Staff | 100 |
| Support Staff | 43 |

Bucyrus City Schools 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.

The Board of Education

| | |
|-----------------------------|----------|
| Dr. Paul Johnson, President | 11 Years |
| John Kime, Vice President | 2 Years |
| Debra Hoover, Member | 1 Year |
| Adam Stone, Member | 7 Years |
| Traci Wetterau, Member | 5 Years |

Financial Data

| | |
|-----------------------|---------------|
| Operating Millage | |
| Inside | 3.50 |
| Outside Voted | 48.55 |
| Effective Residential | 36.61 |
| Effective Commercial | 40.71 |
| Bond | 8.10 |
| Permanent Improvement | 1.00 |
| Total Valuation | \$126,936,011 |

Appropriations – FY19

| | |
|-------------------|--------------|
| General Fund | \$17,785,192 |
| Total – All Funds | \$24,170,232 |

General Fund Revenue

| | |
|-------------|-----|
| Local Taxes | 26% |
| State Funds | 64% |
| Other | 10% |

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and interest;
- A completed Superintendent application found at: <http://www.k12consulting.net>
- 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
“Bucyrus City Schools Superintendent Search”
P.O. Box 476
New Albany, OH 43054
cmohr@k12consulting.net

Direct questions concerning the position to:

Karel Oxley at 419-549-0245 or kareloxley@gmail.com
Deb Campbell at 937.215.7068 or dcampbell@k12consulting.net
Chris Mohr at 614-580-8544 or cmohr@k12consulting.net

We, the Bucyrus School Community, are inspired to achieve excellence, realize limitless potential, discover passions, and be outstanding members of society

Climate and Culture

The Bucyrus City School District provides a safe and nurturing environment for students, staff and community fostering engaged leaders to value each individual in our global society.

District Resources

The Bucyrus City School District’s resources and expenses are constantly evaluated to ensure sustained, positive impact towards student and district success.

Learning and Instruction

At Bucyrus City Schools, high quality teaching and learning is implemented with fidelity to ensure student and adult success.

Communications

At Bucyrus City Schools, communication with students, staff, families and community members is accurate, respectful, timely, and consistent.

Tentative Timeline

| | |
|---------------------------|-------------------------|
| Announce Vacancy | 2.26.2019 |
| Application Materials Due | 03.27.2019 |
| Initial Interviews | 04.08 & 04.09.2019 |
| Final Interviews | 04.16.2019 |
| Action to Employ | 04.25.2019 |
| Est. Begin Employment | On or before 08.01.2019 |

Deadline is March 27, 2019

