

SUPERINTENDENT SEARCH PROFILE

Greeneview Local School District

Jamestown, Ohio

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Prepared for the Board of Education

By



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STRENGTHS OF THE DISTRICT

Question #1: What do you consider to be the most significant strengths of the district?

CONSISTENT BOARD MEMBER THEMES

- Dedicated, strong administrators and staff members who provide excellent leadership, and who focus on what is best for students and their families.
- Close knit rural community that provides genuine support for our schools.
- Fiscal responsibility in the district, facilitated by a good treasurer-superintendent working relationship.
- Meaningful teamwork and team building by staff members who possess definite core values.
- Effective staff development district-wide.
- The students themselves who we teach and care for.

IMPORTANT ISSUES FACING DISTRICT

Question #2: What do you consider to be the most important issues facing the district?

CONSISTENT BOARD MEMBER THEMES

- Our strategic plan for facilities and buildings, weighing the consideration of consolidation, and making sure we are making the right choices for the utilization of our facilities (without overspending and wasting space).
- The need for a levy at some point in the future, and effectively communicating with the community regarding importance of a future levy.
- The realignment of our schools and related changes for 2021-22 school year.
- Post COVID planning, educationally and financially, to make sure students have the necessary assistance and skills to be on track academically.
- Making the right choice for a new superintendent.

CHARACTERISTICS OF NEW SUPERINTENDENT

Question #3: Please tell us the characteristics that you think the Board should look for in a new Superintendent.

CONSISTENT BOARD MEMBER THEMES

- A proven, strong instructional leader who has the ability to listen, share a clear vision of the district with all stakeholders, and hold district employees accountable to make sure students are best served.
- An effective communicator with good interpersonal skills, integrity, strategic thinking experience, and an ability to lead the district's staff with clarity. Ability to take ownership of his/her decisions.
- One who can bridge the gap between the administration and community members/parents, while being forthright and unafraid to share difficult decisions with the staff and community.
- A proven track record of district day-to-day management plus solid experience as a good manager of district resources. One with a priority to be visible in the schools and at school activities.
- One with a strong character who values being open-minded and having a community presence.
- One who will serve as a role-model and as a motivator to both staff members and students.

SUPERINTENDENT CHARACTERISTICS BY BOARD MEMBER RANKING

1 = MOST IMPORTANT TO 10 = LEAST IMPORTANT

| CRITERIA | Board of Ed |
|--|-------------|
| Ability and willingness to deal fairly with faculty, staff, students and parents | 4th |
| Effective at creating and implementing a vision for the district | 2th |
| Expertise in design and implementation of instruction and curriculum | 8th |
| Effective at both written and verbal communications | 3rd |
| Successful experience as a superintendent | 10th |
| Experience with socially and economically diverse student populations | 9th |
| Fiscal management expertise | 7th |
| Effective organizational and management skills | 5th |
| Personal involvement and interest in the community | 6th |
| A leader with strong interpersonal and public relations skills | 1st |

RANKING OF TOP AND BOTTOM FIVE (5) IMPORTANT CHARACTERISTICS

1-5 MOST IMPORTANT TO 6 - 10 LEAST IMPORTANT

RANK TOP 5 CHARACTERISTICS

- 1 A leader with strong interpersonal and public relations skills.
- 2 Effective at creating and implementing a vision for the district.
- 3 Effective at both written and verbal communications.
- 4 Ability and willingness to deal fairly with faculty, staff, students, and parents.
- 5 Effective organizational and management skills.

RANK BOTTOM 5 CHARACTERISTICS

- 6 Personal involvement and interest in the community.
- 7 Fiscal management expertise.
- 8 Expertise in design and implementation of instruction and curriculum.
- 9 Experience with socially and economically diverse student populations.
- 10 Successful experience as a superintendent.

SUMMARY

It often is difficult to capture all of the characteristics that people want in a new superintendent. It is clear, however, that the Board of Education wants the new Greeneview Local School District Superintendent to be one who is a proven leader with strong interpersonal and public relations skills. Additionally, the Board desires the new Superintendent to be a forward-thinking individual who has the ability to listen, serve as an effective role model, and share a clear vision of the district with all employees of the school district and community members. This includes the need for the new Superintendent to be one who has had a successful track record of effectively articulating the importance of a new levy to the community.

The new Superintendent will need to be visibly active in the school buildings and in the community. He/she must be someone who is sincere, approachable, collaborative, and able to demonstrate trustworthiness and integrity. The new Superintendent must have the skills to take the school district forward into the future with post COVID planning to make sure students have the necessary assistance and skills to be on track academically.

We believe that the right candidate for Superintendent will recognize that the Greeneview Local School District is a close-knit community with parents and residents who genuinely care about the school district. This position will be of interest to the right Superintendent candidates. We believe we will find the right potential candidates who have the attributes outlined herein, possess the skills and energy needed to address current and future issues expressed by the Board, and who will be happy to lead the district and the community into the future.

Respectfully submitted:

K-12 Business Consulting, Inc., and the
Greene County Educational Service Center