

Superintendent Search for Tri-Rivers Career Center



Assisted by K-12 Business Consulting, Inc.

A School Where You Are Allowed To, Inspired To, And Expected To Be Amazing!

The Community

The **Tri-Rivers Career Center and Center for Adult Education** is located in Marion County, Ohio, and provides career-technical education programs to high school students and adults from a nine-member district area including Cardington, Elgin, Highland, Marion City, Mt. Gilead, North Union, Pleasant, Ridgedale, and River Valley. The district serves approximately 650 high school students annually and thousands of adult learners through its adult education and workforce training programs. The Tri-Rivers campus encompasses several buildings, including the main career center, the Health Care Education Center, and the Robotics & Advanced Manufacturing Technology Education Collaborative (RAMTEC). The superintendent and treasurer offices are housed on the main campus in the CDL Building located at 2222 Marion–Mt. Gilead Road just down the road from The Ohio State University at Marion and Marion Technical College. The total area of the Tri-Rivers district covers portions of Marion, Morrow, Union, Crawford, and Wyandot counties, reaching a population of more than 150,000 residents across numerous cities, villages, and townships in north-central Ohio. Tri-Rivers Career Center maintains strong partnerships with local and regional employers, economic development agencies, and chambers of commerce to ensure programs remain aligned with workforce demands. These collaborations support curriculum design, student internships, and placement opportunities for both high school and adult students.

District Profile

School Buildings

High School (11-12)	1
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Adult Learning Center	1
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Student Enrollment	659
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Number of FTE's

Administrators	12
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Teaching & Licensed Staff	82
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Support Staff	33
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The Superintendent Search

The Tri-Rivers 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, 2026.

Leadership Criteria and Qualifications/Responsibilities

The Tri-Rivers 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. This individual 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, member districts, 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;
- Leadership experience in Career-Technical education is preferred;
- Successful experience as a Superintendent is desirable 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 \$160,000 to \$185,000 but is negotiable and commensurate with experience and qualifications.

Tri-Rivers Board of Education is an Equal Opportunity Employer.

Equal Opportunity: In accordance with Title VI, Title IX and Section 504 of the Rehabilitation Act of 1973, The Tri-Rivers Career Center Board of Education has a policy prohibiting discrimination against any person on the basis of sex, race, religion, disability, age, or national origin.

Board of Education Members

Eric Park, Pres.	13 years	Jim McFarland	20 years
Ron Choina	1 month	Ted McKinniss	20 years
Tara Dyer	3 years	Pam Pinney	5 years
Shelly Ehret	9 years	Glenna Plotts	11 years
Debbie Good	8 years	Keith Rogers	24 years
Bob Haas	15 years	Gary Sims	23 years
Mickey Landon	24 years		

Financial Data

Operating /Voted Mills	4.40
Permanent Improvement	NA
Bond Issues	NA

Total Valuation

Residential/Ag	\$2,358,990,010
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Other Real	\$300,552,490
Public Utilities Personal	\$234,311,240

Appropriations FY2026

General Fund	\$22,000,000
Adult Education	\$3,000,000
All Other Funds	\$9,266,294

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>
<https://tririvers.com/superintendent-search/>
- 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 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
“Tri-Rivers Career Center Superintendent Search”
P.O. Box 1005
Delaware, OH 43015
dwmiller@k12consulting.net

Direct questions concerning the position to:

Dustin Miller at 614.774.2740 or dwmiller@k12consulting.net
Deb Campbell at 937-215-7068 or dcampbell@k12consulting.net
Kathleen Lowery at 614.769.1211 or
klowery@k12consulting.net

The District

Tri-Rivers Career Center and Center for Adult Education is not the traditional trade school of the past. Tri-Rivers is a forward-thinking Learning Organization that is technology-driven, industry-connected, and student-centered. As part of Ohio’s network of Career-Technical Centers, Tri-Rivers plays a vital role in meeting the state’s workforce training needs, partnering with Marion Technical College, The Ohio State University at Marion, and business and industry across central Ohio.

Since opening its doors in 1976, thousands of students from Marion, Morrow, Union, and surrounding counties have gained the skills, confidence, and credentials needed for in-demand careers through Tri-Rivers’ programs. The campus features multiple buildings, including the main high school, the Health Care Education Center, and the nationally recognized Robotics & Advanced Manufacturing Technology Education Collaborative (RAMTEC). Together, these facilities create one innovative campus that connects education, technology, and workforce readiness.

Tri-Rivers offers a dynamic high school experience where students can explore over 20 career-technical programs ranging from Health Professions, Engineering Technologies, and Welding & Fabrication to Culinary Arts, Interactive Media, and Criminal Justice. Students earn valuable industry credentials, college credit, and real-world experience that give them a head start toward college and careers.

Tri-Rivers’ instructors bring years of professional experience from their fields into the classroom, creating authentic learning experiences that prepare students for success. Academic teachers integrate math, science, English, and social studies into career pathways, helping students understand how core academics connect to their future goals. For adults, Tri-Rivers Center for Adult Education offers training in Health Care, Public Safety, Welding, Industrial Maintenance, and Robotics/Automation, helping individuals’ skill up, re-skill, or launch new careers. Tri-Rivers’ partnerships with regional employers ensure that programs evolve with changing workforce demands.

The promise to students and families is clear: Tri-Rivers’ dedicated teachers, administrators, and support staff are committed to producing highly skilled, confident, and career-ready graduates—individuals prepared to lead, innovate, and make an impact in their chosen fields.

Tentative Timeline

Announce Vacancy	10.16.2025
Application Materials Due	01.9.2026
Initial Interviews	01.21 & 22.2026
Final Interviews	01.28.2026
Action to Employ	02.18.2026
Est. Begin Employment	On or before 08.01.2026

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

Deadline is January 9, 2026

