

# Superintendent Search for Urbana City School District



Assisted by K-12 Business Consulting, Inc.

## The Community

Urbana is located in Champaign County 34 miles northeast of Dayton and 41 miles west of Columbus. Several companies have facilities in Urbana, including Rittal, Honeywell Aerospace, Honeywell Inc., Freshwater Farms, and Sutphen.

The community of Urbana is a shining example of unity and solidarity. Urbana boasts a robust network of community organization, including the Lions Club, Kiwanis Club, and Rotary Club, each playing a pivotal role in fostering a sense of belonging and camaraderie among residents. The community boasts a thriving economy and rich historic downtown. A variety of services are located in buildings around the Urbana Monument Square Historic District, which is listed on the National Register of Historic Places. Businesses in the square include banks, accounting, fine dining, bars, and personal care. The Champaign County Farmers Market is held weekly in the downtown. Urbana is also home of the annual Simon Kenton Chili Cook-off and Fourth of July celebration at Grimes Municipal airport. Urbana serves as a pillar of strength, knitting together the fabric of Urbana's tight-knit community and ensures that every resident feels valued and supported.

District	
Urbana High School 9-12	1
Urbana Jr. High School 6-8	1
Urbana Elementary School	1
<b>Total ADM</b>	<b>1,642</b>
<b>Number of Employees</b>	<b>209</b>
Administrative	14
Certified Staff	125
Classified Staff	70

## The Superintendent Search

The Board of Education is seeking qualified applicants for the position of Superintendent due to the retirement of Charles Thiel. It is expected the new superintendent will take office on or before August 1, 2026. K-12 Business Consulting is assisting the Board with the search.

## Qualifications/Responsibilities

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:

- A leader who embraces and values diversity and is a champion for all students;
- Visionary and innovative skills along with an ability to create and articulate a vision and implement action plans for ongoing district improvement;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility in schools and community;
- Decisive and innovative educational leader with a strong background in student achievement who can develop action plans to improve the district report card and improve student achievement;
- Educational team leader who can develop, supervise and support teaching and administrative talent;
- Strong spokesperson who can publicly celebrate and market the successes of the school district, and instill trust in the community and at all staff levels by being approachable;
- A leader who inspires high performance standards with accountability, and finds satisfaction in the success of others;
- 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;
- Successful experience as an administrator.

## 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 \$135,000 to \$150,000 but is negotiable and commensurate with experience and qualifications.

## **Urbana City Schools 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.

## Urbana City Board of Education

Taylor Armstrong, President	2	years
Darrell Thomas, Vice President	9	years
Nathan Long	Jan	2026
Drew Sponheim	Jan	2026
Tyler Wolf	2	years

## Financial Data

Voted Operating Millage (Effective)	18.67
Inside Millage	3.9
Bond	4.2
Permanent Improvement (Voted)	3.5

## Appropriations

General Fund Appropriations	\$26,844,143
<b>Total All Funds</b>	<b>\$36,821,298</b>
Local Sources	51%
State Sources	49%
Bond Rating	AA+/A+

## 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.

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

K-12 Business Consulting  
"Urbana City School Superintendent Search"  
P.O. Box 1005  
Delaware, OH 43015  
Or email to: [dcampbell@k12consulting.net](mailto:dcampbell@k12consulting.net)

### **Direct Questions concerning the position to:**

Debbie Campbell at 937.215.7068 or  
[dcampbell@k12consulting.net](mailto:dcampbell@k12consulting.net)

Kathy Lowery at 614.769.1211 or [lowery@k12consulting.net](mailto:lowery@k12consulting.net)

## About our District

The Urbana City Schools serves a diverse population of about 1,642 students. Students attend a K-5 elementary school, a six through eight junior high and a 9-12 high school.

Urbana City Schools remains steadfast in its commitment to excellence in education, continually striving to enhance the academic environment and empower students to reach their full potential. At the core of their mission is the belief that every student deserves access to high-quality education in a supportive and nurturing environment.

Our 1-to-1 computer device program is for students in grades six through twelve. This initiative equips students with the tools they need to thrive in a technology-driven society, fostering digital skills and facilitating personalized learning experiences.

In addition to rigorous academic offerings, Urbana City Schools provides opportunities for advanced learning through twelve College Credit Plus courses taught on-site. These courses enable students to earn college credits while still in high school, preparing them for future academic and professional endeavors.

Through partnerships with Ohio Hi-Point Career Center, Urbana City Schools offers Advanced Manufacturing and CBI satellites, providing hands-on training and industry-relevant curriculum. These programs empower students to explore career pathways and gain valuable skills in high-demand fields.

Urbana City Schools also values the importance of extracurricular activities in fostering holistic development. With a wide range of offerings including sports, choir, band, FFA, DECA, and student-run organizations, students have the opportunity to pursue their passions, develop leadership skills, and build lasting connections with their peers.

Urbana City Schools offer something for every student to fulfill their mission to create a climate where every student can learn!

## **Tentative Timeline**

Announce Vacancy	02.9.2026
Application Materials Due	04.6.2026
Initial Interview	04.22 & 23. 2026
Final Interviews	04.29.2026
Action to Employ	TBD
Est. Begin Employment	08.01.2026

**Deadline for applications is  
April 6, 2026**

