

Superintendent/CEO Search for Graham Local Schools



Assisted by K-12 Business Consulting, Inc.

Mission Statement Graham Local Schools....Success Today – Prepared for Tomorrow

The Community

The district is located in Champaign and Shelby Counties, and includes all of the Villages of Christiansburg, Rosewood, and St. Paris, and portions of Adams, Concord, Harrison, Jackson, Johnson, and Mad River Townships.

The district is one of the largest school districts in Ohio covering 185 square miles. It is approximately 35 miles from Dayton and 55 miles from Columbus. The district population is approximately 11,965 with 4,495 households. Kiser Lake State Park is located outside of St. Paris and is a quiet lake for sail boating.

Within commuting distance from the district are Wittenberg University, Wright State University, University of Dayton, Clark State Community College and Sinclair Community College.

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, 2026. K-12 Business Consulting is assisting the Board with the search.

District Profile

School Buildings

High School (9-12)	1
Middle School (6-8)	1
Elementary (preK-5)	1

District ADM 1,450

Number of FTE's

Administrative Staff	11
Central Office	4
Teaching Staff	103
Guidance	3
Support Staff	86

Leadership Criteria and Qualifications/Responsibilities

The Graham Local Schools Board of Education has identified the following qualifications as having 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:

- Visionary and innovative skills along with an ability to create and implement our vision with input from internal and external stakeholders, and implement action plans for ongoing district improvement;
- 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 and can unify district leadership;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility in schools and the community while being accessible;
- Strong spokesperson with interpersonal skills who can publicly celebrate and market the successes of the school district, and instill trust and unity in the community and at all staff levels by being approachable and collaborative;
- Decisive and innovative educational leader with a strong background in student achievement who can develop action plans to improve the district's report card and improve student achievement;
- 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;
- A leader who possesses the ability to instill trust in the community and at all staff levels by being approachable;
- Successful administrative experience.

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 \$125,000 to \$150,000 but is negotiable and commensurate with experience and qualifications.

Graham Local Schools Board of Education is an Equal Opportunity Employer.
Employment is offered without regard to race, age, color, national origin, gender or disability.

The Board of Education

Leslie Maurice, President	6 Years
Toni Kite, Vice President	6 Years
Karyl Strader, Member	5 Years
David Uhl, Member	4 Years
Sara Wagner, Member	2 Years

Financial Data

Millage:

Inside	5.0
Outside Voted/Eff.	15

Permanent Improvement Voted/Eff.	.66
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Bond Voted/Eff.	3.2
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Valuation: **\$574,470,563**

Residential	56%
Agriculture	27%
Industrial/Commercial	5%
Public Utilities	12%

Appropriations:

General Funds	\$21,200,000
All Funds	\$27,392,000

General Fund Revenue:

Local Taxes/Local Other	37.9%
State Funds	54.9%
Federal Funds/Other	7.2%

Tentative Timeline

Announce Vacancy	02.13.2026
Application Materials Due	04.14.2026
Initial Interviews	04.27 & 28, 2026
Final Interviews	05.4,2026
Action to Employ	TBD
Est. Begin Employment	On or before 08.01.2020

Applicants are reminded that application materials are subject to public records laws.

**Deadline for applications
April 14, 2026**

The District

Graham Local School District was established in 1955 through the consolidation of six independent schools. The first graduating class was 1958.

Our tradition is one of providing young people with a quality education based on innovative curriculum and support services designed to meet student needs. The curricula of the district align with the state of Ohio expectations and those of our community. Our District scored 4.5 out of 5 STARS on the State Local Report Card and over the last 3 years our graduation rate has increased from 88% passage to 100% of students graduating.

The district offers onsite Preschool and has invested in online curriculum and technology. Our elementary and middle schools have started the Literacy Collaborative Initiative including working with volunteer community members through Project MORE.

In addition to the normal college preparatory classes, Graham offers Honors and Advanced Placement classes along with College Credit Plus, Tech Prep, and blended learning opportunities.

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
"Graham Local Schools Superintendent Search"
P.O. Box P.O. Box 1005
Delaware, OH 43015

Or email to: dcampbell@k12consulting.net

Direct Questions concerning the position to:

Debbie Campbell at 937.215.7068 or
dcampbell@k12consulting.net

