

Superintendent Search for Middletown City Schools



Our mission is to engage each student with challenging and innovative experiences in a supportive environment, propelling them to lifelong success.

The Community

Middletown City Schools is primarily in Butler County, with a small portion in Warren County, Ohio. The District is situated 30 minutes south of Dayton and 45 minutes north of Cincinnati, Ohio, along Route 75. The district serves a population of over 49,000 and covers 25.45 square miles. Several institutions of higher education are located within the area, including Miami University, University of Dayton, Wright State University, University of Cincinnati, Xavier University, and Cincinnati State Technical and Community College. Residents of Middletown enjoy the benefits of mid-sized town life, including annual festivals and community celebrations, while living a short distance from professional baseball teams and fine arts entertainment.

The Superintendent Search

The Middletown City Schools Board of Education is seeking qualified applicants for the position of Superintendent. The Board seeks an effective administrator in both educational and administrative leadership. It is expected that the new superintendent will take office on or before August 1, 2026. K-12 Business Consulting is assisting the Board with the search.

Leadership Criteria and Qualifications/Responsibilities

The Middletown City Schools Board of Education has identified the following qualifications as particularly important for the superintendent position. The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership in the district and community. The Superintendent must maintain integrity and high ethical standards 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 articulate a 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 required.

Compensation and Terms of Employment

The Board intends to offer the successful candidate a contract in accordance with the law. The base salary range is expected to be \$165,000 to \$195,000 but is negotiable and commensurate with experience and qualifications.

District Profile

School Buildings	
High School 9-12	1
Middle School 7-8	1
Primary K-6	5
Primary PK-6	1
Central Academy K-6	1
Enrollment	5,718
Number of Employees	
Teaching & Licensed	431
Support Staff	205

Middletown 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.

Board of Education

Dr. Chris Urso, President	11	years
Anita Scheibert, Vice President	11	years
Todd Moore, Member	11	years
Julie Baker, Member	1	years
Tara Ramsey-Hunter, Member	2	years

Financial Data

Operating Millage	
Inside	3.02
Outside Voted	44.36
Outside Effective Residential	44.36
Outside Effective Commercial	44.36
Bond	7.00
Permanent Improvement	2.14
Total Valuation (60.5% Class I)	\$1,142,760,190

Appropriations – FY26

General Fund	\$94,080,001
Total - All Funds	\$123,406,039

General Fund Revenue

Local Taxes	33.8%
State Funds	57.6%
Other	8.6%

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for 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
"Middletown City Schools Superintendent Search"
P.O. Box 1005
Delaware, OH 43015
fforsthoeffel@k12consulting.net

Direct questions concerning the position to:

Frank Forsthoeffel at 513.617.0276 or
fforsthoeffel@k12consulting.net
Chris Mohr at 614.580.8544 or cmohr@k12consulting.net

The District

Middletown City School District is guided by its 2021-2027 Strategic Vision, *Dream Today, Rise Tomorrow*. This vision centers on ensuring every student can achieve success through the district's Passport to Tomorrow framework, an approach that helps students identify their strengths, interests, and goals while mapping a personalized pathway to college, career, and life readiness. Developed through collaboration among staff, families, community members, and business leaders, the vision reflects a shared commitment to providing opportunities and preparing every Middle for the future.

MCSD's strategic vision is organized around four key goals:

Goal 1: Success in the Early Years

Every student will acquire the social and emotional skills, academic curiosity, and cognitive development that will position each student for success in Pre-Kindergarten through the early grades.

Goal 2: Student Resilience, Engagement, and Voice

Every student will have a Passport to Tomorrow plan and an advocate to keep each student on track to high school graduation and a successful post-secondary transition.

Goal 3: Closing Learning Gaps and Eliminating Disproportionalities

Every student will progress at a pace that closes the opportunity, learning, and achievement gaps, and will receive fair and equitable treatment regarding discipline and access to rigorous instructional programs.

Goal 4: Readiness for College, Career, and Life

Every student will successfully navigate the critical transitions in their Passport to Tomorrow plan and graduate from high school ready for enrollment, enlistment, or employment.

Tentative Timeline

Announce Vacancy	03.13.2026
Application Materials Due	04.10.2026
Initial Interviews	04.22 & 23.2026
Final Interviews	04.28.2026
Action to Employ	05.11.2026
Est. Begin Employment	08.01.2026

**Deadline for applications
is April 10, 2026**

