

Superintendent Search for Hardin Northern Local Schools



Mission: Together, we will create successful citizens through Better Education, positive Attitude, Respect, and a strong work ethic resulting in life-long Success.

The Community

Hardin Northern Local Schools are located in Dola, Ohio. Dola is located along State Route 81 between Ada and Dunkirk, 12 miles by road north-northwest of the city of Kenton, the county seat of Hardin County. Dola lies at the headwaters of the Eagle Creek, which flows north to meet the Blanchard River in Findlay. According to the U.S. Census Bureau, the Dola CDP has an area of 0.83 square miles, all of it land.

Hardin Northern High School is 2 miles east of the center of Dola, which is frequently named as the location of this high school, and sports media such as Max Preps often refer to the school as “Dola Hardin Northern”.

District Profile

School Buildings

PreK-12	1
---------	---

Total Enrollment	382
-------------------------	-----

Number of Employees

Administrative	5
----------------	---

Certified Staff	38
-----------------	----

Classified Staff	21
------------------	----

The Superintendent Search

The Hardin Northern Local School District Board of Education is seeking qualified applicants for the position of Superintendent. The Board seeks an effective administrator in financial and administrative leadership to fill the vacancy. The new Superintendent is expected to take office on or before August 1, 2026. K-12 Business Consulting is assisting the Board in searching for an outstanding leader.

Leadership Criteria and Qualifications/Responsibilities

The Board of Education has identified the following qualifications 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 standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following significant characteristics:

- A 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;
- 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;
- A firm 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 districts' report card and improve student achievement;
- Educational team leader who can develop, supervise, and support teaching and administrative talent, inspires high-performance standards with accountability and finds satisfaction in the success of others.
- Successful school administrative experience is 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 \$115,000 to \$135,000 but is negotiable and commensurate with experience and qualifications.

Hardin Northern Local School District is an Equal Opportunity Employer

The District does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information (collectively, "Protected Classes"), or any other legally protected category, in its programs and activities, including employment opportunities.

Board of Education

Jere Souder, President	6	years
Bob Bame	0	years
Angie Whitaker	2	years
Josh Cramer	0	years
Brooke McBride	0	years

Financial Data

Operating Millage	34.75
Inside Millage	4.8
Total Valuation	\$125,328,576

Appropriations

General Fund	\$7,641,747
Total - All Funds	\$8,770,460

General Fund Revenue

Local Taxes	48.0%
State Funds	44.7%
Other	7.3%
Bond Rating Moody's	

Our District

During the 2023-24 school year community members, faculty, staff, and parents gathered together to help the district set a long-term vision for improvement of our district. We looked at several aspects of school improvement that included outlining academic and technology advances, the enhancement of community relations and communications, and review of co-curricular activities along with the facilities that support them.

Academically, you will see emphasis on technology skills for students. We have transition all of our students to the Google platform through our computer science department. We have strengthen our STEM programs by introducing a drone and robotics program. We also have implemented a makerspace that promotes creativity, problem solving, and hands-on learning.

Over the past decade, the district has improved its facilities by building a new track and softball facility. The baseball field was renovated. A new bus garage was built. In 2024, the football stadium was renovated with a new field and grandstands/pressbox. The district is currently in the process of expanding its weight room with all new equipment.

The collective vision of the Hardin Northern educational community is to join together to better shape the future of schooling in this district. We are committed to making the best use of the resources provided to us to create a World-class educational experiences for the graduates of Hardin Northern, preparing them to meet the challenges of building a successful future for themselves.

Tentative Timeline

Announce Vacancy	3.20.2026
Application Materials Due	4.17.2026
Initial Interview	4.27 & 28.2026
Final Interviews	5.04.2026
Action to Employ	5.12.2026
Est. Begin Employment	On or before 8.1.2026

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

**Deadline for applications
is April 17, 2026**



Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest
- A completed Superintendent application can be found at <http://www.k12consulting.net>
- An up-to-date resume
- List three (3) references from associates or board members who can speak to the candidate's qualifications and work experience.
- A copy of the 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

"Hardin Northern Local Schools Superintendent Search"

P.O. Box 1005

Delaware, OH 43015

cmohr@k12consulting.net

Direct questions concerning the position to:

Chris Mohr 614.580.8544 or cmohr@k12consulting.net

Dan Kaffenbarger 937.243.2423 or Daniel.kaffenbarger@mccesc.org