

Superintendent/CEO Search for Yellow Springs Exempted Village Schools



Assisted by
K-12 Business
Consulting, Inc.

Our Vision

Becoming a school district of creativity and innovation

Our Mission

Helping all of our students become successful learners and responsible citizens

The Community

The Yellow Springs Exempted Village Schools are nestled within the village limits of the Yellow Springs. The town has always been artsy, and its residents pride themselves in being open-minded. This eclectic community has a welcoming and accepting feel much like Yellow Springs Exempted Village Schools. The town was one of the final stops on the Underground Railroad and has a long history of racial tolerance. In 1979, Yellow Springs was the smallest municipality in the U.S. to pass legislation banning discrimination based on sexual orientation.

The village has approximately 3,500 residents and is in Greene County on State Route 68, in between Xenia and Springfield. There are many amenities within, and surrounding, Yellow Springs. Dayton and Columbus are within an hour drive of this town. A small private, coeducational liberal arts college, Antioch College is located within the town. There are also over 30 nearby colleges - including Wright State, Sinclair Community College, University of Dayton, Wittenberg College, Central State, and Clark State.

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, 2019. K-12 Business Consulting is assisting the Board with the search.

Leadership Criteria and Qualifications/Responsibilities

The Yellow Springs Exempted Village 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 leading staff and students to become fearless thinkers;
- 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, as per law. The base salary range is expected to be \$117,000 to \$138,000 but is negotiable and commensurate with experience and qualifications.

District Profile

Middle/High School (7-12)	1
Elementary (K-6)	1
District ADM	
Number of FTE's	716
Administrative Staff	6.2
Teaching Staff	56
Support Staff	30

Yellow Springs Exempted Village Board of Education is an Equal Opportunity Employer

The district seeks and welcomes applicants of diversity.

Employment is offered without regard to race, color, national origin, ancestry, citizenship status, religion, sex, disability, gender identity or expression, economic status, age, disability, legally acquired genetic information, military status or sexual orientation.

The Board of Education

Dr. Steven Conn, President	4 Years
Aida Merhemic, Vice President	12 Years
Sylvia Ellison, Member	6 Years
Steve McQueen, Member	1 Year
Dr. Todd "TJ" Turner, Member	1 Year

Financial Data	
Operating Millage	
Inside	4.3
Outside Voted	64.62
Effective Residential	36.93
Effective Commercial	44.36
Bond	2.05
Permanent Improvement	1.20
Appropriations - FY-18	
General Fund	\$8,886,691
Total - All Funds	\$10,303,119
General Fund Revenue	
Local Taxes	77.6%
State Funds	21.7%
Other	0.7%

The District

The district is embedded in a student-centered approach to learning. Project Based Learning is a design for teaching students to be "Fearless Thinkers" and critical problem-solvers has proven successful. An example of this is the trip to Peru for a group of fearless high school thinkers over Spring Break 2018 where they participated in a service project in a local community, supporting efforts to build a workshop house for the community's entrepreneur endeavors. Mills Lawn fourth grade students surveyed community members on the street to identify important issues facing the community, before undertaking a project to look at affordable housing in Yellow Springs. Additionally, first grade students explored the idea of what it means to be a "hidden figure" in our community and interviewed African American change-makers in our village to create a "YS Hall of Fame" displayed in their school.

Eighty-five (85) percent of the student body pursues college after graduating from Yellow Springs High School. The average ACT score for students is 22.4 which is above state and national averages. The graduation rate for the high school is 98%. Yellow Springs High School made its fifth appearance in the last six years on the **Best High School List** (U.S. News and World Report).

Developing high performing and diverse faculty, staff, and administrators creates a workforce that values intellectual curiosity and imaginative approaches to learning. Therefore, we retain, recruit, develop, and recognize diverse faculty, staff and administrators.

A sign hanging in the elementary school exemplifies the accepting spirit of Yellow Springs Exempted Village Schools: "During the course of the school year, the students, educators and parents of our school community have pledged to have a daily mindset of kindness by showing respect and compassion for others."

Yellow Springs Exempted Village is a district with high expectations, as well as a learning environment that promotes fearless thinkers. Students and staff continually rise to the occasion and successful graduates go out into the global workplace equipped to make a difference in society.

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>
- 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 materials can be mailed or emailed to the following:

K12 Business Consulting
 Yellow Springs Exempted Village
 Superintendent Search
 P.O. Box 476
 New Albany, Ohio 43054
 Or email to:

dcampbell@k12consulting.net

Direct questions concerning the position to:

Debbie Campbell at 937.215.7068 or

dcampbell@k12consulting.net

Dennis Leone at 740-649-2173 or dleone@k12consulting.net

Terry Strieter at 937-767-1303 or tstrieter@greeneesc.org

Tentative Timeline

Announce Vacancy	03.20.2019
Application Materials Due	04.23.2019
Initial Interviews	05.06 & 05.08.2019
Final Interviews	05.11.2019
Action to Employ	By 05.13 or 05.14.2019
Start Date	08.01.2019

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

Deadline for applications - April 23, 2019