

Superintendent/CEO Search for Marion CSD

Assisted by K-12 Business Consulting, Inc.



Our mission is to inspire a community of achievement!

The Community

Marion is located 45 miles north of Columbus in north central Ohio. With a population of approximately 38,000 citizens, Marion offers the benefits of a small-town atmosphere while providing personal, cultural and recreational opportunities. It is a city that enjoys a location that offers convenience and proximity of a major metropolitan area.

Marion City Schools provides educational services predominantly for children who live in the city of Marion, located 45 minutes north of Columbus. The city of Marion, the county seat of Marion County, has a population of about 36,837 people.

The Marion area offers training and educational opportunities post-graduation including The Ohio State University at Marion, Marion Technical College and Tri-Rivers Career Center. It is home to RAMTEC, a robotics and advanced manufacturing training center that developed through a partnership between the three schools and industrial companies including Honda of America, FANUC Robotics and Yaskawa Motoman Robotics.

The school and business community have become partners in offering many opportunities for students. Through the creation of pathways in the district, the expertise of many business partners was utilized so that students will be ready for high demand, high paying jobs.

District Profile

School Buildings

High School (9-12) 1

Middle School (6-8) 1

Elementary Schools K-5 6

Enrollment 4,314

Number of Employees

Administrative 42

Certified Staff 398

Classified Staff 184

The Superintendent Search

The Marion City School District Board of Education is seeking qualified applicants for the position of Superintendent. The Board seeks an effective administrator in education and administration leadership. It is expected the new superintendent will take office on or before August 1, 2018. K-12 Business Consulting is assisting the Board in its search.

Leadership Criteria and Qualifications/Responsibilities

The Marion City School District 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 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 \$129,000 to \$159,000 but is negotiable and commensurate with experience and qualifications.

Marion 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.

The Board of Education

Ted McKinniss, President	27	Years
Leslie Schneider, Vice-President	2	Years
Gary Iams, Member	12	Years
Mike McCreary, Member	4	Years
Steve Williams, Member	10	Years

Financial Data

Operating Millage

Inside	3.30
General outside millage	28 (Effective 18.52)
Bond	3.5
OSFC Facilities	.5
Total Millage	40.91 (Effective 31.13)

Total Valuation \$355,890,100

Appropriations – FY18

General Fund	\$69,613,416
Total – All Funds	\$94,519,528

General Fund Revenue

Local Taxes	17%
State Funds	77%
Other	6%

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest;
- A completed Superintendent application at the Superintendent Search link 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
"Marion City Schools Superintendent Search"
P.O. Box 476
New Albany, OH 43054
cmohr@k12consulting.net

Direct questions concerning the position to:

Chris Mohr at 614.580.8544 or
cmohr@k12consulting.net

Deb Campbell at 937.215.7068 or
dcampbell@k12consulting.net

The District

The Marion City School District is implementing an aggressive reform effort based upon four pillars to improve performance at all grade levels. The goal is to reach every student and add to the size and quality of Marion County's workforce, a win-win for students, businesses and the community.

Marion City Schools 4 Pillars

Literacy Collaborative

Much of the foundation of success lies on the ability to read, write and communicate effectively. Marion City Schools uses a framework developed by the Literacy Collaborative at The Ohio State University to make sure students gain these needed literacy skills.

Next Generation Learning Environments

Mathematics presents a significant challenge for many students. Marion City Schools uses a Next Generation Learning Environment model to ensure students are learning and using the concepts.

The Leader in Me

Industry and business leaders are stressing the need for "soft skills" like being able to work together in teams, solve problems and communicate effectively. The district is answering their call by using The Leader in Me, a whole school transformation model based upon the work of Stephen Covey.

Diploma Plus Acceptance

The other pillars lay the foundation for Diploma Plus Acceptance, the district's fourth pillar. In order to prepare students for success after graduation, Marion City Schools partnered with business and community leaders to create pathways to engage student in educational opportunities.

Tentative Timeline

Announce Vacancy	1.10.2018
Application Materials Due	2.16.2018
Initial Interviews	3.5 & 3.6.2018
Final Interviews	3.13.2018
Action to Employ	3.19.2018
Begin Employment	8.01.2018 or before

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

**Deadline for applications is
February 16, 2018**

