

District Financial Profile

Total valuation \$ 311,266,950

Mills

Inside	4.9
Outside (voted)	37.6
Bond (voted)	3.35
Permanent improvement (voted)	3.0

Appropriations

General fund	\$ 26,980,462
Total — all funds	\$ 32,568,118

Expenditures per pupil (FY '13) \$ 7,211

Receipts	General fund	All funds
Local taxes	35.15%	30.63%
Local other	5.54%	7.28%
State	58.95%	51.72%
Federal	0.35%	10.37%

Enrollment 2,962

Number of employees

Certificated	197
Non-certificated	96
Administrators	14

Average teacher salary \$ 55,919

Bachelor's degree	43.5%
Master's degree	56.5%
Average years experience	14

Compensation and Terms of Employment

The Norwalk City School District Board of Education will provide a competitive compensation package, including a multiyear contract with provisions for annual review and evaluation. Actual salary and fringe benefits will be commensurate with the education and experience of the candidate.

Board of Education

John A. Lendrum, president	18 years
Ralph Ritzenthaler, vice president	2 years
Steven J. Linder	4 years
Robert Ludwig	10 years
Kevin Cashen	1 year

Tentative Timetable

Announce vacancy	Dec. 1
Application deadline	Jan. 23
Interviews begin	week of Feb. 10
Board decision/announcement	week of March 2
Employment begins	TBD



The Application Process

Nominations of and applications by qualified candidates are encouraged. Candidates must complete and maintain an online dossier of application materials. These may be altered, updated and submitted at any time for any advertised OSBA opening.

Applicants must log in to the secure, online system through the OSBA website at www.ohioschoolboards.org. Click "Administrative Openings" and follow the appropriate prompts for instructions and a tutorial. Applicants may contact OSBA for a website password. **Application materials will no longer be accepted through the mail.**

The application process consists of completing the online application. The following items should be uploaded when completing the application:

- a letter of interest emphasizing qualifications and reasons for interest;
- an up-to-date résumé;
- the necessary Ohio certifications, licenses, credentials and transcripts;
- at least five OSBA Reference Forms, available on the OSBA website.

Additional materials that candidates would like to include can be uploaded as part of the online application dossier.

Note: Applicants should not make personal contact with board of education members. For information about the search, contact the OSBA search consultant.

Questions about the online application process may be directed to Debby Hoopes, OSBA senior administrative associate of search services, at (614) 540-4000 or dhoopes@ohioschoolboards.org



OSBA School Board Services
8050 N. High St., Ste. 100
Columbus, OH 43235-6481



Norwalk City School District

**is seeking
outstanding
applicants for the
position of
Superintendent**

www.norwalk-city.k12.oh.us

**Application
deadline
January 23, 2015**

The Search

The Norwalk City School District is seeking a highly qualified educational leader for the position of superintendent. The Ohio School Boards Association (OSBA) has been contracted to facilitate the search process, with Cheryl W. Ryan assisting the board in this important work.

About the Community

Ideally located in north central Ohio, the city of Norwalk offers great opportunities for students and residents alike. The city of approximately 20,000 is located one hour west of Cleveland, one hour east of Toledo and two hours north of Columbus. It is 20 minutes south of the shores of Lake Erie and Ohio's famed Cedar Point amusement park.

Norwalk is the governmental seat of Huron County, and is home to nearly 400 acres of reservoir and public parks, as well as the nationally known Summit Motorsports Park.



About the District

The Norwalk City School District Board of Education is looking for a superintendent who will be a partner in helping the board improve and maintain its high-quality programs and ensure the achievement and safety of all students and staff on a daily basis.

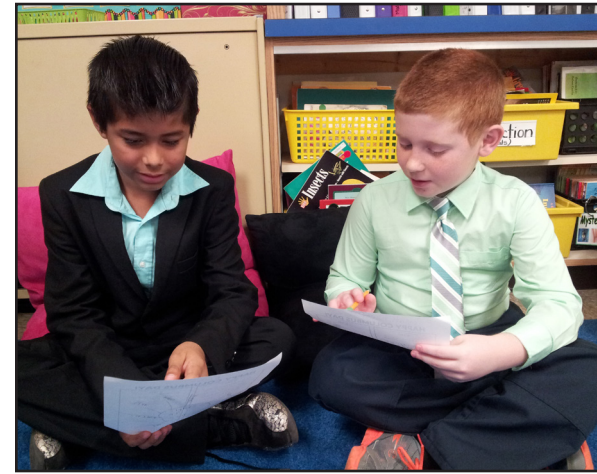
The school district strives to offer students an achievement-oriented, opportunity-rich educational program within a supportive atmosphere.

The district provides a wide array of quality programs to nearly 3,000 students. All students in individual grades attend class together in one of six school buildings. Preschool, kindergarten and first-graders attend Maplehurst Elementary; second- and third-graders attend Pleasant Elementary; League Elementary serves fourth-graders; Main Street Intermediate School is for students in fifth or sixth grade; Norwalk Middle School greets seventh- and eighth-graders; and students in grades nine to 12 attend Norwalk High School.

The school district provides many excellent programs, including instructional curriculum, support services, noninstructional services, extracurricular activities and athletics. The district offers numerous programs for students with special needs. The district has enjoyed statewide acclaim in the last several years for its athletic, robotics and music programs.

Leadership criteria

The Norwalk City Schools Board of Education



invites applicants who have strong educational leadership experience and a passion for excellence in all areas of school operations. The new superintendent must be able to demonstrate:

- Knowledge and experience with levies and bond issues and campaigns, and the ability to articulate the district's position on these issues to all internal and external stakeholders.
- An ability to be a consensus builder. The new superintendent must be able to communicate with students, staff, the community and board members in a variety of ways to advance the district's mission and continue to improve student achievement in the district.
- He or she is a leader and chief executive who can keep the board fully informed and current with matters about the schools and educational issues in Ohio.
- Some knowledge and understanding of the current status of student programs at Norwalk City Schools, and the ability to develop a plan to define and implement best practices and strategies toward continuous educational improvement.

- A history of strong contributions and activity in his or her current school community, as well as a willingness to maintain a high level of visibility and accountability.
- Strong commitment to policy governance.
- Creative thinking and problem-solving skills in order to continuously challenge students, staff and self to higher levels of achievement and accountability.
- An ability to be a leader who demonstrates he or she can engage others in discussion, listen and value diverse input, reach decisions based on evidence and in the best interest of the entire district, and stand behind those decisions as they are implemented.
- Experience and commitment to positive and collaborative collective bargaining processes.
- He or she is a person of integrity, honesty, ethics and personal conduct, and possesses a strong sense of humor.

