### DISTRICT FINANCIAL PROFILE

Total Valuation Mills	\$393,275,320
Inside	5.I
Outside (voted)	76.0
Bond (voted)	6.1
Permanent Improvement (voted)	) 1.9
School Income Tax	N/A
Appropriations	
General Fund	\$43,000,000
Total - All Funds	\$52,000,000
Expenditures Per Pupil	\$16,831
Receipts Gener	ral Fund All Funds
Local Taxes	48% 48%
Local Other	2% 2%
State	49% 48%
Federal	1% 2%
Enrollment (Fiscal Year)	1,442
Number of Employees	

Certificated	149
Non-Certificated	121
Administrators	14
Average teacher salary	\$65,482
Average teacher salary Bachelors Degree	<b>\$65,482</b> 24%



### Compensation and Terms of Employment

The board will provide a comprehensive compensation package. A multi-year contract with provisions for annual review and evaluation will be offered. The actual salary and fringe benefits will be commensurate with the education and experience of the candidate.

#### **BOARD MEMBERS**

June E. Taylor, President	7 years
Harold L. Burks, Vice President	3 years
Mary Pat Morris	4 years
Millicent Gaiter	1 year
Lisa B. Johnson	ı year

### TENTATIVE TIMETABLE $\overline{\mathbf{X}}$

Officially launch search	November 21
Application deadline	January 2
Board screening	January 12
Interviews begin	January 17
Employment begins	Negotiable



## 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 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 upon applying.

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 Search Services 8050 N. High St., Suite 100 Columbus, OH 43235-6481

# WARRENSVILLE HEIGHTS CITY SCHOOL DISTRICT



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

www.warrensville.k12.oh.us

Application deadline: January 2, 2015

### The search

The Warrensville Heights City School District Board of Education is seeking qualified applicants for the position of superintendent. The candidate must possess strong leadership skills and demonstrated ability to improve overall district test scores. It is expected that the new superintendent will begin fulfilling their duties by March 1, 2015. Richard Caster, a consultant with the Ohio Schools Boards Association, will be assisting the board in its search.

### $oldsymbol{A}$ bout the district

Located just outside Cleveland in southeastern Cuyahoga County, the Warrensville Heights City School District serves the city of Warrensville Heights and the villages of North Randall and Highland Hills. Approximately 1,442 students are enrolled in the district, which is comprised of four buildings, including two elementary schools, middle school and high school. The Warrensville Heights City School District is dedicated to providing every student a high quality education that promotes academic achievement and prepares students to be lifelong learners in a global society. Ensuring that every student is prepared to pursue various postsecondary options, including vocational training, technical and two-year colleges, as well as four-year universities is a top priority of classroom learning.



As a result, reading and writing strategies, as well as higher level thinking skills are incorporated across all content areas. The district has also implemented several curriculum initiatives across all grade levels to improve students' academic performance and prepare them for the "Next Generation" State Assessments.

In order to promote the emotional and social development of every student, the district provides a wide offering of extra-curricular activities. Students have the opportunity to participate in various team and individual sports, including football, track, baseball, softball, volleyball, as well as boys and girls basketball. Our students have received high recognition for their accomplishments, including the 2013 District Champions and 2014 Lake Erie League Champions for boys basketball. Additional extra-curricular activities include a student-led newspaper, cheerleading, and marching band, which received first place in the Percussion category, and Runner-Up overall at the 2014 Shaw High School Band Competition.

The district is also committed to developing a strong and vibrant partnership with parents, municipalities and the community, believing that "it takes a whole village to raise a child". This is accomplished through various initiatives and programs, which includes parent liaisons and Parent-Teacher Organizations. In addition, regular updates regarding important district news and initiatives are communicated to parents and the community via our district website, *The Tiger's Roar* print and online newsletters, and social media.

### $oldsymbol{A}$ bout the community

A diverse, residential community called home by over 15,000 people, a majority being African-American, the "Tri-City area" is composed of Warrensville Heights, North Randall and Highland Hills. The area features a wide variety of local shopping and dining options. In addition, several notable companies and institutions of higher learning are located in the community, including Sherwin-Williams, Tri-C Corporate College East, South Pointe Hospital of the Cleveland Clinic Health System and Heinen's Grocery Stores. Eaton Corporation world headquarters and Omnova Solutions world headquarters located in a neighboring community, provides financial support to the Warrensville Heights City School District through shared property tax revenues.

The "Tri-City area" is also located within easy driving distance of downtown Cleveland and the wide array of cultural, academic, and tourist related attractions offered by the city and surrounding metropolitan area. This includes the new Cleveland Convention Center and Global Center for Health Innovation, Playhouse Square, University Circle, major league sports, as well as an endless variety of dining, shopping and entertainment attractions.

All three communities share a proud, rich history, and are united in their commitment to providing a high quality education that prepares students to become active and skilled members of the community and beyond.



# **QUALIFICATIONS**

The Warrensville Heights City School District Board of Education has identified the following qualifications as having particular importance for the position of superintendent. The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership throughout the district. The candidate will demonstrate that he or she:

- Has a proven track record of responding to issues and concerns by developing initiatives that close achievement gaps while raising achievement levels for all students.
- G Is a person of integrity, with high standards of honesty, ethics and personal conduct. Must possess articulate, straightforward, strong and tactful communication skills, coupled with a sense of humor and an openness to ideas expressed by the board, staff, parents, students and community.
- Is an educational team leader, able to develop, supervise and support teaching and administrative talent; inspire high performance standards with accountability; and commit to maintaining education excellence and increasing accountability for results at all levels.
- Has the skills to be a chief executive who keeps the board fully informed and current on matters about the schools and is able to forge a strong partnership based on mutual trust and respect.
- Is a child-centered decision maker, with a comprehensive view of education, a working knowledge of curriculum and instruction, and a commitment to the development of all children.
- Has the ability to display a vision and take risks that will challenge the status quo and is committed to integrating technology to maximize student achievement.
- Experience in a urban district preferred.
- Is a decisive educational leader, with a strong background in student achievement and the ability to consider staff and community input and make and defend decisions in a positive manner.
- Has thorough knowledge of and demonstrated successful experience in sound management practices, with strong human relations ability, and is a team leader who is able to set expectations, delegate and motivate while maintaining accountability.