



Hilliard City School District
Superintendent
Announcement of Vacancy



5323 Cemetery Road • Hilliard, Ohio 43026
Search by the Educational Service Center of Central Ohio
www.escofcentralohio.org/hilliard

The Superintendent Search

The Hilliard City School District is seeking qualified applicants for the position of Superintendent. The Board seeks an effective and experienced leader in education and administration. It is preferred that the new Superintendent will take office by July 1, 2013.

Applicant Criteria

The Board of Education is seeking a candidate who is an experienced administrator who embraces the challenge of leading an already excellent district to the next level while working collaboratively with the Board, community, staff and students to meet their demands. The position of Superintendent requires an Ohio Superintendent's license and at least a master's degree.

Community Information about Hilliard

The Hilliard City School District sits on the northwest side of downtown Columbus providing all the excitement and opportunities of a large city yet its 60 square miles provides a smaller community atmosphere. It includes a variety of housing options from rural farms to convenient condominiums and modest to luxurious homes. The community boasts several local parks, community festivals, community theatre and robust recreations and athletics programs for both youth and adults. In 2012, Hilliard was voted to be among the best hometowns in the state by *Ohio* magazine. One of the key indicators for this award is the high quality of the schools and the involvement and support of the community. The school district has experienced significant growth during the last few decades, yet it has maintained a proud heritage with a strong focus of providing a high quality education.

About the Hilliard City Schools

Hilliard City Schools is driven to empower all graduates to thrive in the 21st century. As the ninth largest school district in Ohio serving approximately 15,700 students, the district has strategically enhanced educational opportunities for students, continues to achieve strong academic progress and focuses on leading the way with innovative teaching practices.

The district is expected to earn the highest possible rating of "Excellent with Distinction" for the fifth consecutive year from the Ohio Department of Education and in 2012 earned the second-highest value-added score in the state. Participation in Advanced Placement, dual-enrollment, post-secondary and online courses continues to increase and the class of 2012 was awarded more than \$15.7 million in scholarship money.

The award-winning staff includes 1,146 teachers, 65 administrators and 480 classified staff. The district's 23 schools include a special needs pre-school, 14 elementary schools, two sixth grade schools, three middle schools and three high schools.

Hilliard City Schools is excited to open the Innovative Learning Center in fall 2013. This stimulating center will allow students to more purposefully personalize their 21st century educational experience while still maintaining their home school culture in a cost effective manner for the community.

Hilliard City Schools prides itself on providing the community a good value with the hallmark of an excellent educational experience for students.

District Beliefs & Purpose

The purpose of the Hilliard City School District is to enable students to become productive citizens in an ever-changing world by providing them with quality work.

Quality work is meaningful, engaging, challenging, compelling and satisfying; and causes students to acquire knowledge and skills valued by both students and community.

Students and their work are the focus of all school activities.

To develop all students' potential, the Hilliard City School District will strive to provide them with quality work in a safe and caring environment.

The district will guide students in the pursuit of excellence in knowledge and skills and prepare them to become productive citizens in a democratic society.

The district will provide ongoing professional development for all staff, quality facilities, rich and abundant materials and up-to-date equipment essential to continuous student improvement.

A student's value system begins with the family.

Partnerships between home, school, and community are essential to student success

Leadership Criteria

The Board is specifically seeking candidates who can demonstrate superior communication skills and have an ongoing record of improving the academic performance in their current district. Equally important, the Board will be seeking candidates who have demonstrated a strong understanding of the changing economic context of schools and who are prepared to work collaboratively with the Treasurer and community to successfully meet these challenges.

Our Superintendent shall be able to demonstrate:

- **Vision, Continuous Organizational Improvement, and Focused Planning of District Work:** the Superintendent shall embrace a vision, emphasize continuous improvement, and develop a focused plan for achieving district goals.
- **Communication and Collaboration:** the Superintendent will ensure that processes are in place to facilitate communication and collaboration with the Board of Education and the district Treasurer, as well as establish and maintain effective relationships with school personnel, and engage the external community.
- **Superior Management Through Policies and Governance:** the Superintendent will identify, prioritize, recommend and follow policies and governance procedures that maintain a focus on the central goal — ensuring the success of all students.
- **Instructional Leadership:** the Superintendent provides leadership for the creation of instructional systems designed for high student achievement in partnership with the faculty and parents.
- **Resource Management and Development:** the Superintendent will focus financial, human, time, material, technological, community and facility resources in support of district goals for instruction and achievement.
- **Leadership:** the Superintendent will demonstrate effective written and oral communication skills, sound and thoughtful decision-making skills, facilitate a culture of trust and high expectations, engage in self-development, facilitate conflict management, demonstrate creativity, anticipate problems, demonstrate entrepreneurial skills, be a self-initiator, and demonstrate high ethical and professional behavior.

Terms of Employment and Compensation

The Board will provide a competitive compensation package. A multiyear contract with provisions for annual review and evaluation will be offered. The actual salary and benefits will be commensurate with the education and experience of the candidate.

Application

The application deadline is January 29, 2013.

All applications will be processed online. Visit www.escco.org/hilliard to complete an application.

For information regarding the position, please contact:

Bill Reimer, Ph.D.

Assistant Superintendent

ESC of Central Ohio

614.284.1832, bill.reimer@escco.org

For further information regarding the application process, please contact:

Melissa Radde

Human Resources

ESC of Central Ohio

614.753.4720

Timeline

November 28, 2012	Announcement of Vacancy
January 29, 2013	Application Deadline
February 11-15	Interviews Begin
February 25-28	Second Round of Interviews
March 11	Board Action to Employ
July 1	Preferred Start Date

Board of Education

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