

Kirtland

LOCAL SCHOOL DISTRICT
KIRTLAND, OHIO

Recognized at National and State Levels for Educational Excellence

INVITES APPLICATIONS FOR THE POSITION OF **SUPERINTENDENT**

APPLICATION DUE DATE: JUNE 16, 2020



www.kirtlandschools.org

2018-19 Quality Profile:
bit.ly/KirtlandQualityProfile

Facebook: @KirtlandSchoolsOH
Twitter: @KirtlandSchools

ABOUT THE DISTRICT

The Kirtland Schools are known for academic excellence and strong community support and have been recognized nationally and state-wide for educational achievement. The District also maintains a long tradition of distinction in a variety of extracurricular activities.

Educational opportunities for the District's students are provided in three connected schools (elementary, middle school and high school) on one campus. With the implementation of our new Strategic Plan, our focus is on implementing personalized learning by modernizing the curriculum, while using teaching strategies that leverage technology in a balanced approach. Our goal is to graduate students who possess the skills to be a collaborator, communicator, critical thinker, problem solver, creative thinker and producer. Our new "Excite, Explore & Engage" College and Career Pathways Program for grades 6-12 provides attention to innovation, life skills, and career and college preparation. STEAM-based activities are a priority to our District, especially with the addition of a new coding/STEAM teacher at the elementary level and the expansion of the middle school's Project Lead the Way initiative in grades 3-5. Our students' success can be attributed to their hard work, as well as our caring staff and supportive parents and community members.

WE BELIEVE IN:

- Cultivating a personalized learning environment for all students.
- Providing a safe, positive and productive atmosphere.
- Increasing communications within the schools, families and the community.
- Encouraging innovation and cultivating a sense of intellectual curiosity.
- Treating all persons with respect and dignity.
- Empowering students to have a voice in our democracy.

ABOUT THE COMMUNITY

The Kirtland Local School District is located in Lake County in northeast Ohio, approximately 22 miles east of Cleveland. The District serves the City of Kirtland and most of the Villages of Kirtland Hills and Waite Hill and small portions of Willoughby and Chardon Township. This picturesque, primarily residential community reflects the cultural and intellectual interest of its residents. Recreational activities in the Lake MetroParks and the Holden Arboretum contribute to a healthy lifestyle and provide lush scenery to enhance the quality of living. Kirtland is indeed the "City of Faith and Beauty."

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DISTRICT INFORMATION

2019-20 Data

Enrollment: 1,185
Expenditure per pupil: \$12,058
General Fund Appropriations:
\$14,430,648

Number of Employees

Certificated: 79
Non-Certificated: 51
Administrators: 7

Teachers

Average salary: \$79,575
Average years of experience:
17 years
Master's Degree: 80.7%
Bachelor's Degree: 100%

DISTRICT'S FIVE FISCAL MANAGEMENT BELIEFS

1. Every dollar spent must add value to teaching and learning.
2. All fiscal decisions will be made in the context of the next fiscal projection/forecast.
3. There are management options attached to each dollar spent.
4. We will focus on aggressively managing the largest expense areas: salaries, benefits, special education, facilities.
5. We will aggressively pursue avoidance of deficit spending.

THE SEARCH

The Kirtland Local Schools Board of Education is seeking applicants for the position of Superintendent of Schools. The Board is seeking an individual who is capable of articulating and achieving the District's mission and vision "to provide a personalized education for all students to become empowered citizens." The Superintendent serves as the School District's chief executive officer and the administrative leader for all programs and operations. The Superintendent's responsibilities also include advising Board members on administrative matters, executing policies and decisions made by the Board and operating the District efficiently and effectively.

LEADERSHIP CRITERIA

The new Superintendent will be an enthusiastic, instructional innovator whose consistent direction will lead the District in creating and sustaining an environment where every child will have the opportunity to academically flourish.

The successful candidate will be able to demonstrate:

- Passionate ideals and beliefs about teaching and learning.
- The willingness and capability to provide instructional leadership to implement a personalized learning pathway system for all students with a focus on innovation, life skills, and career and college preparation.
- Provide a systematic structure to focus on a safe and secure environment for both students and staff, as well as provide the appropriate social and emotional supports needed to develop the whole child.
- Ability to engage and empower students, staff, parents and community. Listening and communication skills that develop positive relationships with the Board of Education and stakeholders listed above.
- Recognition of the value of visibility in the community and stakeholder input.
- The ability to develop, articulate and implement a vision for ongoing improvement of the District, including both short and long-term goals and plans.
- Exceptional educational team leadership skills which will result in the development and support of teaching and administrative talent, inspiration of high performance standards and the creation of organizational and individual accountability.
- Sound fiscal management skills and ability to manage resources efficiently and effectively focused on student learning. Ability to work with the treasurer and Board of Education to find cost control and reduction measures through fiscal prudence while maintaining strong academic and extracurricular programs.
- A commitment to lifelong learning and the desire to engage in personal and professional continuous improvement
- Adherence to the highest personal and professional standards



THE APPLICATION PROCESS

Qualified candidates are asked to submit:

- A letter emphasizing qualifications and reasons for interest
- An up-to-date resume
- A copy of a current Ohio Superintendent Certificate/License or evidence that a Superintendent or Alternative Superintendent License is obtainable
- References and transcripts

Apply at this link:

<https://bit.ly/KirtlandSuperintendent>

Please direct any questions to Jonathan Withrow at jonathan.withrow@kirtlandschools.org.

TENTATIVE TIMETABLE

Application Due Date: June 16, 2020
Board Interviews Begin: Week of June 22, 2020
Board Decision/Appointment: July 31, 2020
Employment Begins: August 1, 2020

The Kirtland Board of Education is an equal opportunity employer offering employment without regard to race, color, national origin, religion, sex, sexual orientation, national origin, age, military status or disability.

SALARY AND CONTRACT

The successful candidate will be offered a multi-year contract. The salary and benefits package will be competitive within the region and commensurate with experience and qualifications.

