



**ESC of Central Ohio**  
**SUPERINTENDENT**  
**Announcement of Vacancy**

2080 Citygate Drive | Columbus, OH 43219

[www.escco.org/SuperintendentSearch2026](http://www.escco.org/SuperintendentSearch2026)

# The Superintendent Search

The ESC of Central Ohio is seeking qualified applicants for the position of Superintendent. The Governing Board seeks an effective and experienced leader in education and administration. It is preferred that the new Superintendent will begin on August 1, 2026.

## Community Information about the ESC of Central Ohio

The ESC of Central Ohio is located in Columbus, Ohio, a vibrant and fast-growing hub at the heart of the region's educational, civic, and economic activity. Surrounded by a diverse mix of schools, families, businesses, and community partners, the ESC serves as a central connector across schools and the broader Central Ohio community. Its Columbus location places the ESC at an accessible crossroads for educators and organizations across the region, reinforcing its role as a responsive, community-driven leader in advancing educational excellence.

## About the ESC of Central Ohio

The ESC of Central Ohio (ESC) provides school districts and schools with professional development, technology, human resource, and administrative supports, and direct student services that help improve student learning, enhance the quality of instruction, expand equitable access to resources, and maximize operating and fiscal efficiencies.

The agency serves 29 client school districts and three career technical centers in Delaware, Franklin, Licking, Madison, Marion, Morrow, Ross, and Union counties, with over 225,000+ students impacted. In addition to these districts and schools, the ESC is able to provide support to any school or district, even if they're not a client district. The agency partners with the state of Ohio to provide support and services regionally and statewide. It also provides over 133,000 hours of professional learning and placed over 3,200 active substitutes in schools.

### **Vision**

An educational solutions agency meeting the needs of today, while remaining focused on the future, driven by innovation and choice.

### **Purpose**

The ESC of Central Ohio leads when necessary, supports all stakeholders, and seeks to share and leverage resources on behalf of its client school districts and partners.

### **Goals**

Build and sustain relationships that advance our vision, purpose and values

Make optimum use of all available resources

Provide programs and services that improve outcomes for students

## Values

**Respect:** We honor the diverse needs of those we serve.

**Service:** We value the opportunity to be of service.

**Collaboration:** We foster strong relationships with our partners.

**Accountability:** We are answerable for our actions and behaviors.

## Leadership Criteria

### **Our Superintendent shall be able to demonstrate the following:**

- Foster a culture of trust and high expectations through authenticity, sincerity, and confidentiality.
- Demonstrate high ethical and professional behavior.
- Maintain high visibility and approachability among staff and member districts while promoting and maintaining positive relationships with member districts, other ESCs, and partners.
- Promote a client-centered culture in which staff are responsive, accessible, and solutions-oriented while ensuring services are tailored to the differing needs, size, and capacity of individual districts and partners through regular engagement and feedback.
- Anticipate emerging needs and lead the design of new programs and services that add value beyond what member districts and partners can provide on their own.

# Terms of Employment and Compensation

The Governing Board will provide a competitive and negotiable compensation package. A multi-year 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 March 31, 2026.

All applications will be processed online.

Visit [www.escoco.org/SuperintendentSearch2026](http://www.escoco.org/SuperintendentSearch2026) to complete an application.

For information regarding the position, please contact:

Wade Lucas, Ed.D.

Client Services Representative

614.440.1978, [Wade.Lucas@escoco.org](mailto:Wade.Lucas@escoco.org)

For further information regarding the application process, please contact:

Jen Iceman

Human Resources

ESC of Central Ohio

614.753.4719, [Jennifer.Iceman@escoco.org](mailto:Jennifer.Iceman@escoco.org)

## Timeline\*

March 13, 2026	Announcement of Vacancy
March 31, 2026	Application Deadline
TBD	Interviews
TBD	Board Action to Employ
August 1, 2026	Preferred Start Date

*\*Timeline subject to change*



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