



Reynoldsburg City Schools  
**SUPERINTENDENT**  
**Announcement of Vacancy**

7244 E. Main Street | Reynoldsburg, Ohio 43068  
[www.escco.org/ReynoldsburgSearch](http://www.escco.org/ReynoldsburgSearch)

# The Superintendent Search

The Reynoldsburg 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 January 2, 2023.

## 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. A component includes working collaboratively with all municipalities within the district. The position of Superintendent requires an Ohio Superintendent's license and at least a master's degree.

## Community Information about Reynoldsburg

The City of Reynoldsburg, known as "The Birthplace of the Tomato," is a suburban community of over 40,000 residents located just east of Columbus, Ohio. Reynoldsburg is a growing and diverse city that is currently undergoing a major revitalization effort with a strategy for city-wide renewal. Only a few miles north of Reynoldsburg, Intel is planning to invest more than \$20 billion in the construction of two new leading-edge chip factories to boost production to meet demand for advanced semiconductors. The company is developing a "mega-site" to accommodate a total of eight chip factories as well as supporting operations and ecosystem partners.

## About the Reynoldsburg City Schools

Reynoldsburg City Schools is a district of approximately 7,500 students in 12 schools. To learn more about the district, please visit the district's About Us page which includes their Equity Report, Quality Profile, Investing in Innovation Impact Report, and Five-Year Strategic Plan here: <https://www.reyn.org/AboutUs.aspx>.

### **Mission**

Empowering leaders who impact the NOW and innovate the FUTURE.

### **Vision**

**Student Learning:** Enable students to take ownership of their learning and achieve full potential through challenging, engaging and relevant learning experiences.

**Student Experience:** Build an inclusive community where students feel safe, supported and engaged.

**Communication:** Promote a school community culture that allows all involved to have a voice and remain informed.

**Finances:** Equitably distribute resources to promote instructional programs that will support the district mission.

## Leadership Criteria

The Board is specifically seeking candidates who demonstrate superior communication skills and have experience overseeing the management of financial and human resources. Equally important, the Board will be seeking candidates who have demonstrated a strong understanding of the reviewing and recommending of policies and who are prepared to work promptly with stakeholders and the community to successfully address community concerns.

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

- **Resource Management:** Superintendent will assist with managing and prioritizing fiscal resources to align expenditures with District goals and available funding including experience with school district bond and levy issues. The individual also will assist with the recruiting, developing, evaluating, and retaining of quality staff and management of human resources.
- **Effective Engagement with Key Stakeholders:** Superintendent will engage with the Board and key staff members in a process that identifies objectives and details activities, resources, timelines, standards, and monitoring processes necessary for completion of the District's objectives. The Superintendent must continue the ongoing execution of a strategic plan.
- **Planning and Execution:** Superintendent will create and execute a coherent plan with a limited, achievable number of goals and objectives.
- **Effective Communication:** Superintendent will ensure that effective communication systems are developed, implemented, and maintained. The systems will ensure a prompt response to staff and community concerns.
- **Superior Management of Policies:** Superintendent will assist in reviewing, developing, and recommending policies and governance procedures for the District that maintain a focus on the central goal — ensuring the success of all students.
- **Instructional Leadership:** Superintendent will provide leadership to ensure that the District curriculum, instruction, and assessment programs are designed to provide full access and opportunity to all students consistent with available resources and legal mandates.
- **Opportunities for Professional Development of Staff:** Superintendent will provide high-quality professional development for all staff aligned with District, state, and applicable national standards.
- **Leadership:** 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 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 November 28, 2022.

All applications will be processed online.

Visit [www.escco.org/ReynoldsburgSearch](http://www.escco.org/ReynoldsburgSearch) to complete an application.

For information regarding the position, please contact:

Wade Lucas, Ed.D.

Client Services Representative

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

For further information regarding the application process, please contact:

Human Resources

ESC of Central Ohio

614.542.4190

### Timeline\*

Nov. 2, 2022	Announcement of Vacancy
Nov. 28, 2022	Application Deadline
Dec. 7, 2022	Interviews Begin
Dec. 12, 2022	Second Round of Interviews
Dec. 13, 2022	Board Action to Employ
Jan. 2, 2023	Preferred Start Date

*\*Timeline subject to change*

### Board of Education

Debbie Dunlap, President

Angela Abram, Vice President

Julie Towns

Neal Whitman

Mandy Young

Angele Latham, Treasurer

