

MILFORD

EXEMPTED VILLAGE SCHOOLS

Superintendent Search

Application Deadline
October 17, 2025

Milford Superintendent Profile Top Ten Competencies

The Hamilton County ESC search team received input from Milford staff, students, and community members on the most crucial characteristics in their next leader. Milford stakeholders want a superintendent who is visible, trustworthy, and student-centered, with the vision and courage to prepare the district for the future, the financial and operational expertise to lead effectively, and the integrity and compassion to build unity and pride across the community.

The top ten essential competencies are listed below:

TOP TEN ESSENTIAL COMPETENCIES

- 1 Communication & Transparency
- 2 Integrity & Trustworthiness
- 3 Visibility, Approachability & Relationships
- 4 Student-Centered & Compassionate Leadership
- 5 Visionary & Future-Ready
- 6 Financial Acumen & Operational Expertise
- 7 Collaborative, Inclusive & Trust-Building Leadership
- 8 Accountability & Decisiveness
- 9 Recognition, Pride & Unity
- 10 Character & Professionalism

Invitation to Apply

The Milford Exempted Village Board of Education is accepting applications for the position of Superintendent of Schools. The Board has engaged the services of Hamilton County Educational Service Center to assist with the search process.

Application Process

The Hamilton County ESC search team will handle all communications related to this search. Applicants are requested not to contact any member of the Board of Education.

Please direct questions, cover letter, resume, and three references to:

Anthony Williams
Human Capital Manager
Hamilton County ESC
11083 Hamilton Avenue
Cincinnati, OH 45231-1499
Direct: 513.674.4212
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The Milford Exempted Village School District Board of Education is seeking qualified candidates to apply for the position of Superintendent of Schools.

ABOUT MILFORD SCHOOLS

Located in the northeast suburbs of Cincinnati, the Milford Exempted Village School District serves approximately 6,000 students. The district includes six neighborhood elementary schools, Milford Middle School, Milford High School, the Academy, and a preschool program housed at both Pattison and Mulberry Elementary Schools.

Milford High School consistently ranks among the top schools in the annual U.S. News & World Report Best High Schools rankings. In 2024, it was ranked #1 in Clermont County, #15 in the Cincinnati Metro area (inclusive of Dayton and Northern Kentucky), top 5% in the State, and top 8% in the nation. According to U.S. News and World Report, these rankings are based on students' graduation rates, performance on state tests, and college readiness benchmarks.

National Blue Ribbon Schools

Boyd E. Smith Elementary School was named a National Blue Ribbon School in 2019.

After being named a School of Promise in 2013, Charles L. Seipelt Elementary was selected as a National Blue Ribbon School in 2014 for outstanding academic achievement.



SELECTION TIMELINE & PROCESS

PHASE 1: Staff, Student, & Community Engagement

September 12-October 1

PHASE 2: Recruitment, Application, & Screening

October 3-28
October 17 (Application Deadline)

PHASE 3: Interviews

November 12-December 9

PHASE 4: Selection & Announcement

December 11
Board hires new superintendent
January-March 2026
New superintendent onboarding and community engagement



Salary Range: \$165,000-\$190,000

The Hamilton County Educational Service Center does not discriminate in employment or in educational programs and activities which it operates on the basis of sex, color, race, ancestry, religion, national origin, age, physical or mental handicap/disability, medical condition, marital status, veteran status, citizenship status, or other characteristics protected by federal and state laws and regulations.



PORTRAIT OF AN EAGLE

The Portrait of an Eagle is the Milford learning community's roadmap to drive our work districtwide.

Milford students are empathetic lifelong learners who are:

CONFIDENT LEARNERS

EFFECTIVE COMMUNICATORS

PURPOSEFUL COLLABORATORS

CRITICAL THINKERS

PERSISTENT CREATORS AND INNOVATORS

INFORMATION EVALUATORS



2025 OHIO REPORT CARD

Overall Rating

4.5 Stars

Performance Index

88.3%

Achievement - **4 stars**

Progress - **4 stars**

Gap Closing - **4 stars**

Graduation - **5 stars**

Early Literacy - **3 stars**

College, Career, Workforce, and Military Readiness - **3 stars**

Student Profile

Enrollment **5,754**

White, Non-Hispanic 87.6%

Multiracial 4.3%

Hispanic 3.8%

Black, Non-Hispanic 2.6%

Asian or Pacific Islander 1.5%

Students with Disabilities - 12.8%

Economic Disadvantage - 24.9%

Class of 2025

518 graduates earning more than **\$16 million in college scholarships**

22 students entered the military

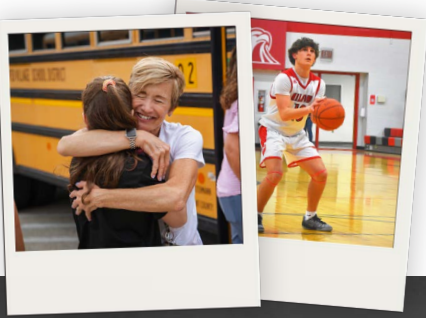
326 students college-bound

119 earned industry credentials

District Teachers

Average Salary - **\$83,262**

Average Years of Experience - **16**



PORTRAIT OF A MILFORD STAFF MEMBER

During the 2023-2024 school year, Milford Schools engaged our students, parents, guardians, community, and staff to complete the Portrait of a Staff Member. This internally led effort, completed with existing tools and talent, complements the Portrait of an Eagle, which guides our work with students.

Milford staff members exemplify:

KINDNESS

COMPASSION

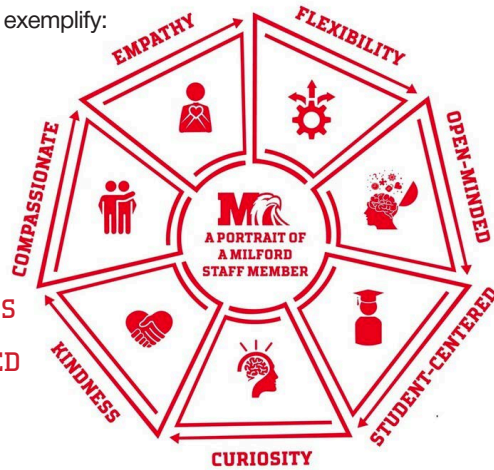
EMPATHY

FLEXIBILITY

OPEN-MINDEDNESS

STUDENT CENTERED

CURIOSITY



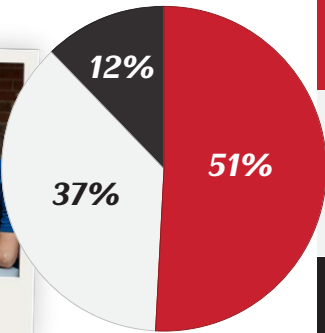
FINANCES

After the proposed 1% earned income tax failed in the November 2024 election, Milford Schools adjusted its budget to address financial challenges while remaining committed to delivering a high-quality educational experience.

Spending Per Pupil

District \$12,641

State Average \$12,723



Local Taxes

Real Estate Tax	46.49%
Public Utility Tax	4.64%
Income Tax	0.00%

State Sources

State Funding	29.90%
Restricted Aid	1.34%
State Share of Local Tax	5.66%

All Other Revenue

Other Revenue	11.93%
Other Sources	0.03%

Moody's Rating

Milford was recently evaluated by Moody's, and its credit rating is Aa2, which is considered "High Quality."

Of the 298 Ohio school districts currently rated by Moody's, only 52 have an Aa2 rating. As a benchmark, just 30 districts rate higher than Milford—24 with an Aa1 rating and six with the highest possible rating of Aaa.

MILFORD BOARD OF EDUCATION

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