



SUPERINTENDENT SEARCH

POLAND LOCAL SCHOOL DISTRICT



APPLICATION DEADLINE: FEBRUARY 23, 2026

The Vacancy

Poland Local School District seeks a highly qualified, student-centered superintendent who leads with integrity, transparency, and purpose while fostering trust, collaboration, and continuous improvement.

The Board of Education seeks a strategic leader who can responsibly steward district resources, strengthen systems that support academic excellence, and build strong partnerships with the Board, staff, families, and community while honoring the district's tradition and commitment to student success. The successful candidate will be prepared to lead on day one and guide the district forward with consistency and vision.

Tentative Timeline

Announcement.....February 9, 2026
Application Deadline.....February 23, 2026
First Round Interviews.....March 2 & 3, 2026
Second Round Interviews...March 10, 2026
Contract to Begin.....August 1, 2026





Our District

Poland Local School District serves students from Pre-K through Grade 12 at Dobbins Early Learning Center, McKinley Elementary, Poland Middle School, and Poland Seminary High School.

The district is committed to providing students with a well-rounded education, preparing every student for success, and meeting individual student needs.

Poland Local School District is a highly respected public school district located in Poland, Ohio. It serves approximately 1,750–1,800 students with a strong record of academic achievement and community support.

- 1,800 students, PK–12
- 4 schools, strong student outcomes
- Top 20% statewide ranking
- ≥95% graduation rate
- Math prof. ~73%, Reading prof. ~78%
- 19:1 student-teacher ratio

Core Values

- Place the needs and welfare of students first
- Respect the inherent value of each student
- Nurture a desire for lifelong learning
- Build community engagement
- Operate with accountability and transparency
- Uphold the tradition of excellence in education
- Educate within a collaborative, creative learning environment

About the Community

Poland Local School District is located in Poland, Ohio, a close-knit community that places a high value on public education, tradition, and student success.

The community is actively engaged in the schools and supports high expectations for academics, extracurricular activities, and whole-child development. Families and community members value stability, transparency, and forward-thinking leadership that honors the district's history while preparing students for the future.

- Poland village pop. ~2,400
- Median household income ~\$90K+
- Low poverty rate
- Stable, residential community with high homeownership
- General Operating Continuous Levy: ~28.10 mills
- Permanent Improvement (PI) Levy: ~1.0 mill (renewable)
- Total Outside Mills: ~40.51 mills



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Salary & Contract

The Poland Local School District Board of Education anticipates offering the next superintendent a multi-year contract. The salary and benefits will be competitive for the location and size of the district and aligned with regional norms for similar Ohio school systems. The package will be determined based on the candidate's experience, credentials, and leadership background.

Board of Education

President: Mr. Troy Polis

Vice President: Mr. Larry Warren

Mrs. Erin Memo

Mr. Gregg Riddle

Mr. Jeff Sabrin

** Do not contact board members directly **

Application Process

Please submit the following:

- Letter of interest
- Completed application
- Résumé
- Copy of a current Ohio Superintendent License/Certificate
- Credentials and transcripts
- Three letters of recommendation

Submit Application/Inquiries To:

Dr. Traci Hostetler

Educational Service Center of Eastern Ohio

7320 N Palmyra Rd.

Canfield, OH 44406

t.hostetler@esceasternohio.org

Superintendent Qualifications

Poland Local School District is seeking a superintendent who demonstrates strong leadership capacity, sound judgment, and a deep commitment to student success and organizational excellence.

The ideal candidate shall:

- Possess a valid Ohio Superintendent License and demonstrated leadership experience in public education
- Lead with integrity, professionalism, and high ethical standards
- Provide strong instructional leadership and support continuous improvement across academic programs
- Demonstrate fiscal stewardship and working knowledge of school finance, budgeting, and long-range planning
- Ensure dependable district operations and effective management of complex systems
- Communicate clearly and transparently while engaging meaningfully with staff, families, and the community
- Be visible, collaborative, and adaptable, uniting stakeholders around a shared vision for the district
- Build and sustain a productive, respectful partnership with the Board of Education while honoring governance roles
- Navigate complex and difficult decisions with sound judgment, professionalism, and empathy
- Develop leadership capacity within the organization through coaching, mentoring, and succession planning



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