

Superintendent Search for Sycamore Community Schools



Assisted by K-12 Business Consulting

**Sycamore Community Schools....
Empowering – Innovative – Inclusive – Accountable – Relationship Driven**

The Community

Sycamore Community Schools is located in the southwestern Ohio area and includes the communities of Blue Ash, Montgomery, and parts of Symmes Township and Sycamore Township. The community surrounding Sycamore Community Schools is a destination area where families and couples want to live.

Located near many respected higher education institutions, including, University of Cincinnati, Miami University, Xavier University, and Art Academy of Cincinnati; the Sycamore Community Schools is in very good company and sits within a thriving educational enclave. Tradition and innovation come together to offer a little bit of everything for all who live and work in the school district. Our communities mean history, arts, entertainment, modern libraries, beautiful parks, abundant sporting opportunities, and great neighborhoods.

You will find little need to leave the Sycamore communities, but when you do there is plenty more to explore. Just down the street, Cincinnati Zoo and Botanical Garden and the Cincinnati Art Museum are among the best in the Midwest. Our school district is located just 20 miles north of Cincinnati so you can enjoy professional sporting events, museums, and variety restaurants. If you are coming from outside of the area, there will be an easy path back home. More importantly, you will be warmly welcomed and quickly begin to feel at home right here.

District Profile

School Buildings

High School	1
Junior High School	1
Intermediate School	1
Elementary School	4

Student Enrollment	5,595
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Number of Employees	843
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Administrative	29
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Teaching Staff	483
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Classified Staff	331
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Leadership Criteria and Qualifications/Responsibilities

The Sycamore Community School Board of Education is seeking qualified candidates for the position of superintendent. The position is open due to the retirement of Mr. Frank Forsthofel who has served as superintendent for 6 years. The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership in the district and community. The CEO must maintain integrity and high standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following major characteristics:

- Can lead transformative change utilizing strategies, goals, district leadership, organizational change capacity and resources;
- Embraces a diverse culture and demonstrates ethical values and moral leadership to balance community and learner needs; with clear communication and problem-solving that is in the best interest of students;
- Strive for excellence by inspiring District Leadership and team to consistently focus on improving the quality of education by integrating goals for curriculum, instruction, measurement and technology.
- Inspire district leadership to achieve balanced, measurable goals that encompass financial, operational, and student-centered focus while developing a diverse talented team of people;
- Develop Board and Community key strategic relationships by sharing a compelling vision for the future;
- Utilize consistent influence strategies and communication that is inclusive of all constituents, focused and centered on the best interest of students;
- Cultivate an optimal teaching and learning culture by creating adaptive strategies to foster creativity and innovation in curriculum design, instructional management, data analysis and technology application that open new frontiers for learning;
- Successful superintendent experience preferred.

Compensation and Terms of Employment

The Board intends to offer the successful candidate a contract, as per law. The base salary range is expected to be \$160,000 to \$195,000 but is negotiable and commensurate with experience and qualifications.

Sycamore Community Schools Board of Education is an Equal Opportunity Employer.

Employment is offered without regard to race, age, color, national origin, gender or disability, legally acquired genetic information, military status or sexual orientation.

The Board of Education

Melissa Weiss, President	5 Years
David Evans, Vice President	3 Years
Paul Balent, Member	6 Years
Brad Comerford, Member	1 Years
John Mercurio, Member	11 Years

Financial Data

Millage Residential

Inside	4.63
Outside Voted/Eff.	26.12

Bond Voted/Eff.	4.25
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Valuation:

Residential	\$1,349,642,790
Industrial/Commercial	\$697,900,650
Public Utilities	\$61,395,670

Appropriations: FY 2021

General Funds*	\$89,650,000
Bond Retirement	\$11,848,100
Other Local, State & Federal	\$12,150,000

*General fund includes \$5.1 Million allocation for COVID

General Fund Revenue:

FY 2020

Local	\$75,659,800
State	\$11,842,000
Total	\$87,501,800

The District

At Sycamore Schools, our deeply established roots have, for decades, helped to define our community. As an educational institution, quality employer, and a significant driver of local real estate, Sycamore Schools is considered one of the area's most valued assets. An essential part of the community since 1949, Sycamore Schools now consists of preschool programming, one high school, one junior high, one intermediate school and four elementary schools, a District Office, Maintenance Facility, and a Transportation Facility. The district is also embarking on a \$128 million dollar facilities project that includes replacement of two buildings and upgrades to existing buildings. This initiative was overwhelming supported by the community which is just another example of the support for Sycamore Schools.

As our district has grown over the decades, so has our diversity, which we welcome, appreciate, and celebrate. We are a collaborative district that works together to create the best outcomes for our students and our community. From educators to classified staff to administrators to students, we have a wealth of talent and a boundless dedication to quality education.

Sycamore Schools works hard to maintain a positive reputation in the region and across the state. Our rigorous academic programming includes AP offerings as well as several other honors classes and college credit pathways. We are also proud of the offerings of 34 student organizations, 24 athletic options, and 233 courses including 6 global languages. Eighty-five percent of our graduates seek high education. We are one of the most diverse schools in Ohio, Sycamore High School welcomes student from 54 countries around the world. In addition to academics, Sycamore Schools, at all levels, offer programming to give our students extra enrichment, social interaction, physical fitness, creative outlets, and balance. All these things add up to one bustling, something-for-everyone, widely revered school district.

Even highly regarded organizations, however, need to reflect, refocus, and reset from time to time. We know it is only through a continued commitment to greater intellectual growth and a deep compassion for the well-being of our students and our staff that we can continue to thrive. To achieve this, we are seeking exceptional, qualified candidates to further strengthen our educational roots while creating a modern, distinctive space in which to grow our future. Sycamore Schools is ready for transformative leadership and educational revitalization.

Tentative Timeline

Announce Vacancy	01.15.2021
Application Materials Due	03.01.2021
Initial Interviews	03.23 & 24. 2021
Final Interviews	03.30.2021
Action to Employ	TBD
Begin Employment	08.01.2021

Applicants are reminded that application materials are subject to public records laws.

Deadline for applications March 1, 2021



Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest;
- Completed Superintendent application;
- An up-to-date resume;
- List three (3) references from associates or board members who can speak to candidate qualifications and work experience;
- A copy of current Ohio Superintendent Certificate/License;
- Credentials and transcripts.

All application materials can be mailed or emailed to the following:

K-12 Business Consulting
"Sycamore Community Schools Superintendent Search"
P.O. Box 476
New Albany, OH 43054

Or email to: dcampbell@k12consulting.net

Direct Questions concerning the position to:

Debbie Campbell at 937.215.7068 or dcampbell@k12consulting.net
or Tom Ash 614.425.3974 or tash@k12consulting.net