

Superintendent/CEO Search for *Lebanon City Schools*



Assisted by K-12 Business Consulting, Inc.

Mission Statement "Building Community"

The District

Rooted in one of the oldest cities in the state, our school district lies 30 miles north of Cincinnati and 30 miles south of Dayton in the heart of fast-growing Warren County. Area growth has shifted our district from serving a rural community to our larger suburban population. The change has provided us with the opportunity to embrace educational advancements that assure quality learning for all of our 5,630 students, while maintaining a traditional warmth and values-oriented atmosphere. The result is a stimulating and supportive learning environment that consistently encourages communication, creativity, collaboration and critical thinking among all of our students.

We are proud of our school district which offers diverse academic programs to engage all students; commitment to developing life-long learning skills; innovative and quality-minded staff who reflect the values of the community; safe, clean and caring learning environments; family involvement; and a source of great pride for the community.

Qualifications/Responsibilities

The Lebanon City School District Board of Education has identified the following qualifications as having particular importance for the position of superintendent. 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:

- chief executive who will keep the Board fully informed and current with matters about the schools, one who will forge a strong partnership based on mutual trust and respect and can unify district leadership;
- willingness to become an active and contributing member of the school community and be comfortable with high visibility in schools and the community while being accessible;
- visionary and innovative skills along with an ability to create and articulate a vision with input from internal and external stakeholders, and implement action plans for ongoing district improvement;
- strong spokesperson with interpersonal skills who can publicly celebrate and market the successes of the school district, and instill trust and unity in the community and at all staff levels by being approachable and collaborative;
- decisive and innovative educational leader with a strong background in student achievement who can develop action plans to improve the districts' report card and improve student achievement;
- educational team leader who is able to develop, supervise and support teaching and administrative talent, who inspires high performance standards with accountability, and finds satisfaction in the success of others.
- Experience as a superintendent preferred and desirable.

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 \$135,000 to \$165,000 but is negotiable and commensurate with experience and qualifications.

District Profile

School Buildings

High School (9-12)	1
Junior High School (7-8)	1
Intermediate School (5-6)	1
Elementary School (3-4)	1
Primary School (K-2)	1

Student ADM 5,630

Number of Employees

Administrative	24
Certified Staff	354
Classified Staff	249

The Lebanon City Schools Board of Education is an Equal Opportunity Employer.

Employment is offered without regard to race, religion, age, color, national origin, gender or disability.

Lebanon City Schools

Ryan Patterson, Jr. President	12 years
Kimberly Cope, VP	1 year
Esther Banta Larson	14 years
David Donovan	4 years
Michael Lane	1 year

Financial Data- Tax Year 2020

Operating Millage	
Inside	4.61
Voted/Assessed-Class I	64.51/52.94
Total Valuation	\$1,033,849,420
Bonds (Assessed) Voted	6.90

Appropriations

General Fund FY21	\$58,727,933
Total - All Funds FY21	\$77,168,902

General Fund Revenue

Local Taxes FY20	55.4%
State Funds FY20	40.6%
Other FY20	4.0%
Bond Rating	Aa2
Expenditure per Pupil (EFM) FY20	\$10,030

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest;
- Completed Superintendent application found at: <http://www.lebanonschools.org/>
- 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.

Note: Applicants should not make personal contact with any Board of Education members.

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

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

Or email materials to: cmohr@k12consulting.net

Direct Questions concerning the position to:

Dennis Leone (740) 649-2173, dleone@k12consulting.net

Chris Mohr (614) 580-8544

Mission and Goals

Our mission is building community. We build and foster relationships among students, parents and guardians, staff members, and community members around shared interests and goals. We create communities in classrooms, within grade levels and school buildings, on athletic teams, our JROTC program and during co-curricular and extra-curricular activities. We contribute to the strengthening of the overall Lebanon City and Warren County communities as we prepare graduates for college and careers. To that end, we partner with community leaders, business owners, and area colleges and universities.

We believe all students deserve rigorous, diverse programs integrated with technology. Highly-trained, highly-valued teachers and staff who reflect the values of the community are pivotal to the success of our students and the continuous improvement of our district. Safe, secure, healthy, and caring learning environments foster the best experiences for our students. Maximizing each student's potential enables success in college or competitive employment after high school. The Lebanon community deserves an educational system of which it can be proud. Providing a thorough educational experience for students while demonstrating fiscal stewardship is an important community value. Family and community involvement enriches the school experience.

US News and World Report Rankings

US News and World Report releases high school rankings on a national and state level. Lebanon High School is ranked 33rd in Ohio Metro Area High Schools of all public high schools in Ohio, 3,865 out of 24,000 high schools nationally and 133 overall out of 691 traditional high schools in Ohio.

In determining the rankings, schools were analyzed on a state level according to students' scores on standardized tests. Nationally, the schools were assessed on how well they are preparing students for college-level work by considering their performance in Advanced Placement and International Baccalaureate programs.

Tentative Timeline

Announce Vacancy	02.05.2021
Application Materials Due	03.12.2021
Initial Interview	03.29 & 30.2021
Final Interviews	.04.07.2021
Action to Employ	04.19.2021
Est. Begin Employment	On or before 08.01.2021

These dates are approximate times. Applicants are reminded that application materials are subject to public records law.

**Deadline for applications
is March 12, 2021**

