

QUALIFICATIONS

The Board is seeking a Superintendent with proven leadership capabilities and a commitment to the district and community along with administrative experience:

CANDIDATES SHALL POSSESS OR DEMONSTRATE THE FOLLOWING:

- A collaborative leader skilled in team building who works effectively with the Board, Treasurer, administration, and staff, to foster shared commitment to district continuous improvement
- A leader who keeps the Board well-informed on school matters and builds a partnership grounded in transparency, collaboration, trust, and mutual respect
- An instructional leader with a proven record of improving student achievement and growth using data-driven decision making processes
- An articulate and straightforward communicator with excellent interpersonal skills, able to work respectfully and effectively with the Board, Treasurer, administrators, staff, students, parents, community, and state officials
- An engaged community member who values accessibility and active participation in community events; works well in a small town community
- A leading professional who has both vision of the "big picture" and the organizational skills to manage the day-to-day details

SUCCESSFUL EXPERIENCE AS A SCHOOL SUPERINTENDENT PREFERRED

APPLICATION MATERIALS REQUIRED:

- Letter emphasizing qualifications, recent achievements, and reason for interest
- Current resume
- Copy of valid Ohio Superintendent License
- Copy of credentials and transcripts; official copies required upon hire
- Three (3) current letters of reference, one of which is a recent employer

TENTATIVE TIMETABLE

Application Deadline:

January 5, 2026

First Round Interviews:

January 12 - 22, 2026

Second Round Interviews:

January 26 - 29, 2026

Board Action to Employ:

Early February 2026

Contract Starts:

August 1, 2026

APPLICATION & INQUIRIES

Applications by qualified candidates are encouraged. Application materials and/or further inquiries may be directed to:

**East Central Ohio
Educational Service Center**
Attn: Randy Lucas, Superintendent
834 East High Avenue
New Philadelphia, Ohio 44663

Email: randy.lucas@ecoesc.org
Phone: (330) 308-9939



Indian Valley Local Schools

100 N. Walnut St
Gnadenhutten, OH 44629
(740) 254-4334



Superintendent Search

Application Deadline
January 5, 2026

SALARY & CONTRACT

The Board anticipates offering a multi-year contract. Salary and benefits will be competitive based upon background and experience.

Contract begins August 1, 2026.



DISTRICT, STUDENTS & STAFF

Indian Valley Local School District is a 125 square mile rural school district located in Tuscarawas County in east central Ohio, approximately 100 miles south of the city of Cleveland and 100 miles east of Columbus.

Indian Valley has a strong record of academic success. Most recently, the district earned a 4.5-star rating on the Ohio Department of Education and Workforce's report card. All K-3 regular education teachers, Title I Reading Specialists, and K-12 Intervention Specialists are Orton-Gillingham trained.

Career pathway planning programming begins in middle school with nearly 90% of students being college, career, workforce, or military ready according to ODEW standards. Approximately 50% of juniors and seniors attend Buckeye Career Center each year, and 98% of all seniors graduate.

Current Student Enrollment K-12	1,700
School Buildings	4
Number of Employees	
• Certified	123
• Classified	78
• Administrators	16



Board of Education

Bob Hall 18 Years

Eric Kinsey 10 Years

Term Beginning January 1, 2026

Kelsey Kochman-Davis

Michele Carlisle

Travis Stocker

FINANCE

Total Valuation **\$304,129,300**

FY25 General Fund Receipts

• Local/Other.....	40%
• State.....	60%

FY26 Appropriations (Estimated)

• General Fund	\$24,970,000
• All Funds	\$30,536,500

MISSION

Academic Mission: Working together to personalize a rigorous standards-based learning experience.

Academic Vision: Persistent academic and social problem solvers pursuing the career pathway of their choice.

Operations Mission: Quality service with kindness to everyone, every day.

Operations Vision: School and community – proud to be Braves!

Values: Integrity, Innovation, Teamwork, Tradition, and Relationships

The East Central Ohio Educational Service Center and the Indian Valley Local School District are equal opportunity employers and offer such employment without regard to race, color, religion, sex, military status, national origin, age, or ancestry. Qualified candidates who are disabled or require special assistance should contact the ECOESC at (330) 308-9939.