

Superintendent Search for Tipp City Schools



Mission Statement: Tipp City Schools cultivates positive relationships, embraces diversity, provides opportunities, and supports high expectations for every student.

The Community

Tipp City Schools is located in Miami County about 15 miles north of Dayton and 80 miles west of Columbus. The district territory of about 28 square miles includes most of Tipp City, Ohio as well as about one-third of Monroe Township. According to the most recent census data, Tipp City has a median household income of \$67,382 and a median home value of \$169,100.

The district's overall report card grade for 2018-2019 was a B with grades of A in both Graduation Rate and Gap Closing.

District Profile

School Buildings

High School 9-12	1
Middle School 6-8	1
Intermediate School 4-5	1
Elementary School 2-3	1
Elementary School K-1	1

Enrollment K-12 2,585

Number of FTE's

Administrative	13
Teaching & Licensed Staff	171
Support Staff	103

The Superintendent Search

The Tipp City Schools Board of Education is seeking qualified applicants for the position of superintendent due to the retirement of current Superintendent Dr. Gretta Kumpf. It is expected that the new superintendent will take office on or before August 1, 2020. K-12 Business Consulting, Inc. is assisting the Board of Education in its search.

Leadership Criteria and Qualifications/Responsibilities

The Tipp City Schools 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 superintendent must maintain integrity and high standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following major characteristics:

- Excellent analytical, planning, and organizational skills to maintain a strategic direction;
- Dynamic communicator who can publicly celebrate and market the successes of the school district;
- Strong leader who will keep the board fully informed and current with matters about the schools and who will forge a strong partnership based on mutual trust and respect;
- Decisive educational leader with a strong background in student achievement who can make and defend decisions in a positive manner;
- Visionary and innovative skills, along with an ability to produce short and long-range plans for ongoing improvement;
- Articulate, straightforward communicator with strong interpersonal skills and demonstrated ability to work tactfully, creatively, and visibly with board members, administrators, staff, students, parents, community, and elected state officials;
- Strengthen trust in the community and at all staff levels;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility and accessibility;
- Educational team leader who can develop, supervise, and support teaching and administrative talent, who inspires high performance standards with accountability, and who finds satisfaction in the success of others;
- Proven track record as an administrator; experience as a superintendent desirable and preferred but not required.

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 \$125,900 to \$149,900, but is negotiable and commensurate with experience and qualifications.

Tipp City Schools Board of Education is an Equal Opportunity Employer.

Employment is offered without regard to race, color, national origin, ancestry, citizenship status, religion, sex, gender identity or expression, economic status, age, disability, legally acquired genetic information, military status, or sexual orientation.

The Board of Education

Corine Doll, Vice President	2 Years
Theresa Dunaway, President	4 Years
Joellen Heatherly, Member	2 Years
Simon Patry, Member	New
Anne Zakkour, Member	New

Financial Data

Operating Millage	
Inside	5.4
Outside Voted	46.51
Effective Residential	38.91
Effective Commercial	40.15
Bond	3.85
Permanent Improvement	2.0
Total Valuation TY18	\$410,760,730

Appropriations - FY20

General Fund	\$27,534,683
Total - All Funds	\$35,840,784

General Fund Revenue

Local Taxes	60.8%
State Funds	35.4%
Other	3.8%

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and interest;
- A completed Superintendent application found at:
<http://www.k12consulting.net>
- An up-to-date resume;
- List of 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 materials can be mailed or emailed to the following:

K-12 Business Consulting
"Tipp City Schools Superintendent Search"
P.O. Box 476
New Albany, OH 43054
cmohr@k12consulting.net

Direct questions concerning the position to:

Kathy Lowery 614.769.1211 klowery@k12consulting.net
Tom Ash 614.425.3974 thomas7861@att.net

About Tipp City Schools

The district takes great pride in the opportunities offered to and the accomplishments of its students. Of 195 graduates from Tippecanoe High School (THS) in 2019, 60 were honors graduates, and 72 students accepted \$2.4 million in scholarships.

In addition, 199 students enrolled in Advanced Placement classes while another 89 participated in College Credit Plus and earned over 884 college credits. Also, 56 students enrolled at the Miami Valley Career Technology Center, which offers more than 50 career-technical programs.

Students have opportunities to grow as learners through a variety of pathways, including the arts and an extensive extracurricular program in which students have excelled.

In 2018 and 2019, the district undertook projects outlined in its Master Facilities Plan. The \$4.75 million investment, financed through a lease-purchase agreement, primarily addressed projects at the middle and intermediate schools. It is being repaid annually from the continuing permanent improvement fund. An unsuccessful May 2019 bond issue does not diminish the urgency to replace and/or renovate the district's aging elementary schools.

Tentative Timeline

Announce Vacancy	01.08.2020
Application Materials Due	02.19.2020
Initial Interviews	03.02-03.2020
Final Interviews	03.10.2020
Action to Employ	03.16.2020
Est. Begin Employment	On or before 08.01.2020

Deadline is February 19, 2020

