

The Avon Lake City School District is seeking
qualified applicants for the position of
SUPERINTENDENT



Application deadline: Feb. 20, 2023

www.avonlakecityschools.org

THE SEARCH

The Avon Lake City Board of Education is seeking highly qualified applicants for the position of superintendent. The successful candidate will replace **Robert Scott** who is retiring and served the district from 2005 until 2023. **William Waidelich**, board and management services consultant at OSBA, is assisting the board with its search.

THE DISTRICT

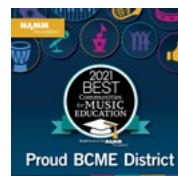
The mission of the Avon Lake City Schools, a district committed to personalized educational excellence, is to challenge all students and develop their individual goals through community partnerships, resources and technologies which will produce responsible and compassionate citizens. We believe that all children have the desire and capacity to learn, each in a unique, individualized and sometimes special manner. We also believe that learning is best in a safe, supportive and nurturing environment marked by expectations, challenges, mutual respect and trust, risk-taking, connection to the real world and personal responsibility.

The district serves approximately 3,800 students in grades K-12 with 250 teachers. We offer our LEAPS (Learning Early and Parenting Skills) program that provides instruction to preschool students with special needs. We also incorporate preschool children who demonstrate age-appropriate overall development into our LEAPS program. Avon Lake City Schools consist of seven buildings:

- Avon Lake High School (grades 9-12)
- Learwood Middle School (grades 7-8)
- Troy Intermediate School (grades 5-6)
- Eastview Elementary School (grades K-4)
- Erievew Elementary School (grades K-4)
- Redwood Elementary School (LEAPS and grades K-4)
- Westview Elementary School (grades K-4)

We offer a variety of activities and events that meet the needs and interests of the citizens of Avon Lake. These include the Weight Room and Auxiliary Gym Walking Track facilities at Avon Lake High School, which are open to adult residents of Avon Lake.

The Avon Lake City School District has earned the 'Best Communities for Music Education' designation from the National Association of Music Merchants (NAMM) Foundation for its outstanding commitment to music education.



BOARD OF EDUCATION

Years on the board

Jim Stobe, president
11 years

Michael Sherban, vice president
5 years

Ronald D. Jantz Jr.
16 years

Kendra Gardiner
1 year

Jenefer Machovina
1 year

STUDENTS AND STAFF AT A GLANCE

Enrollment
3,693

Number of Employees

Certificated
266

Non-certificated
250

Administrators
20

Bond Rating
Moody's Aa2

Average teacher salary
\$75,119

Master's degree or higher
85%

Average years of experience
19

Avon Lake High School (ALHS) has approximately 1,300 students in grades 9-12 and has been a U.S. News and World Report Nationally Ranked High School annually since 2007. ALHS is currently ranked #2 in Lorain County and #11 in the Cleveland Region.

TESTING 21-22

AP

- 402 students enrolled in AP courses
- 907 tests administered
- 73% of students scored a 3 or better on their AP exam(s)
- 20 students earned the AP Capstone Diploma

ACT

- 319 students tested
- Composite Average:
 - 24.1: ALHS
 - 19.9: Ohio
 - 20.6: National

SAT

- 313 students tested
- Average: 1113
- ERW: 550
- Math: 563

NMSQT

Commended: 3
Finalists: 3

More information is available in This is Our Avon Lake, a Yearly Magazine and Community Guide to all that is Avon Lake, Ohio.

See: <https://issuu.com/greatlakespublishing/docs/avonlake2022>.

MISSION

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COMMUNITY

The City of Avon Lake is located on the shores of Lake Erie in Lorain County, 18 miles west of Cleveland. Avon Lake is home to approximately 24,000 residents who have access to many recreational activities including 20 miles of bike trails, community and neighborhood parks, public beaches and a boat launch to Lake Erie. Because of its location, residents have convenient access to museums, including the Great Lakes Science Center and the Rock & Roll Hall of Fame Museum; Guardians, Browns and Cavaliers sporting events; Cleveland Metroparks Zoo; the Cuyahoga Valley National Park; University Circle, including the world-famous Cleveland Orchestra; and Cedar Point Amusement Park.



LEADERSHIP CRITERIA

The Avon Lake City Board of Education is searching for a superintendent who will be articulate, persuasive and highly visible throughout the community as a relentless champion and advocate for all students. He or she must also be a child-centered decision maker with a comprehensive view of education, a working knowledge of curriculum and instruction and a commitment to the development of all children.

In addition, the new superintendent must possess the following attributes:

- Visionary skills and an ability to produce short- and long-range plans for ongoing improvement.
- A decisive educational leader with a strong background in student achievement who, after considering staff and community input, can make and defend decisions in a positive manner.
- A sound fiscal manager who effectively balances legal, judicial, and financial requirements of the district with the needs of the students and the desires of the community.
- Has a high degree of success in facilities planning, utilization and new construction.
- An 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 state election officials.
- The attributes of being loyal, positive, enthusiastic, organized and hard-working.

DISTRICT FINANCIAL INFORMATION

Total valuation
\$1,184,668,900

Mills

Inside
4.20

Outside (voted)
57.89

Outside (effective)
28.63

Bond
3.40

Permanent improvement (voted)
1.50

Appropriations

General fund
\$46.5 million

Total — all funds
\$56.9 million

Expenditures per pupil (FY2022)
\$11,451

General Fund Revenue

Local taxes
80%

Local other
3%

State
17%



TERMS OF EMPLOYMENT AND COMPENSATION

The successful candidate will be offered a multi-year contract. The salary will be regionally competitive and commensurate with experience and qualifications. A comprehensive benefits package is included.

APPLICATION PROCESS

Visit OSBA's secure, online application system at <https://osba.myrevelus.com> to apply. Application materials are subject to Ohio's public records laws.

Note: Applicants should not make personal contact with board of education members. For information about the search, contact the OSBA search consultant.



TENTATIVE SEARCH TIMELINE

Application Deadline
Feb. 20, 2023

Second Round Interviews
March 16, 2023

First Round Interviews
March 8, 2023

Employment Begins
July 1, 2023



OHIO SCHOOL BOARDS ASSOCIATION

Division of Board and Management Services

www.ohioschoolboards.org

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QUESTIONS

For questions about the search, contact:

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For questions about the online application process, contact:

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