

SUPERINTENDENT SEARCH



SEBRING LOCAL SCHOOL DISTRICT

Sebring Local Schools seeks a highly qualified, student-focused superintendent who leads with clarity, accountability, and integrity while putting people first—students, staff, families, and community. The Board of Education is committed to selecting a leader who can deliver measurable academic improvement, responsibly manage district resources, and advance equity and opportunity in a close-knit community with a significant population of economically disadvantaged students.

The ideal candidate holds a current Ohio Superintendent License in good standing and brings a strong administrative background in Ohio public schools. Senior-level leadership experience as a superintendent, assistant superintendent, or central office administrator is strongly preferred, with at least three years of successful experience and a demonstrated record of improving student achievement and advancing academic outcomes through continuous improvement.

In a small-district setting, the superintendent must be an effective multi-tasker with the ability to lead across many operational and instructional areas, including, but not limited to staffing, scheduling, specialized programs such as gifted services, and state and federal reporting requirements. Experience securing and managing grants is essential, as grant funding plays a critical role in supporting district programs and services.

Sebring Local Schools seeks a superintendent who leads with the highest standards of honesty, integrity, ethics, and professional conduct while building a respectful, collaborative, and productive partnership with the Board of Education. The successful candidate will be an articulate, straightforward communicator who values transparency, practices active listening, and fosters trust through consistent, open communication with board members, staff, students, families, and community stakeholders.

The superintendent must understand the financial realities facing public schools and balance fiscal responsibility with student and staff needs. Strong knowledge of Ohio school finance, budgeting, long-range planning, personnel management, collective bargaining, and regulatory compliance is required, along with the ability to work closely with the District Treasurer as a unified leadership team.

The successful candidate will demonstrate compassion and understanding for students and families experiencing poverty, and will actively promote a positive, supportive school culture. The superintendent should be visible, approachable and actively engaged in school and community life, builds and sustains strong partnerships with families, staff, local organizations, and local and state officials, and represents the District positively. The superintendent should be a decisive yet inclusive leader who seeks input, makes informed decisions, unites diverse perspectives around a shared vision for continuous improvement, and fosters pride, trust, and optimism across the district.

Sebring Local Schools seeks a creative, child-centered superintendent and problem solver who believes all students can succeed at high levels, values strong teaching and leadership, and leads with high expectations, empathy, purpose, and accountability. The successful candidate will demonstrate a working knowledge of curriculum and instruction, employ strategies to strengthen positive district culture and morale, and inspire high-performing teams while developing leadership capacity across the organization.