



*Building Community Through Education*

## Oshkosh Area School District **SEEKS A SUPERINTENDENT OF SCHOOLS**

The Board of Education is seeking an outstanding administrator to provide vision and leadership to our students and educational programs. The next superintendent must have the ability and proven experience to inspire the district's staff, teachers, students, parents, and residents to support and achieve innovative, life-long learning.

**Application Deadline: January 17, 2018 | Apply online at [www.rayassoc.com](http://www.rayassoc.com)**

*About the*

### **OSHKOSH AREA SCHOOL DISTRICT**

The district takes a holistic approach to education and understands that no two students are alike. Our diverse population of learners comes from all walks of life. We offer a variety of programs and services to meet the unique needs of each individual student. Our schools are places where ideas and dreams are fostered and students persevere when challenged. Oshkosh is a leader in the state when it comes to providing a rigorous, relevant, and connected 21st-century learning environment that prepares students to be college, career and community ready. The district has a one-to-one technology to student ratio, with exceptional teachers who have been trained in how to leverage this resource to create highly engaging learning activities.

In 'Building Community Through Education', our district is unique in how closely we work with our community to understand what it wants from our schools and in being transparent in our progress towards our community-articulated goals set in our strategic plan.

*About the*

### **OSHKOSH COMMUNITY**

Located in Northeast Wisconsin on the western shore of Lake Winnebago, Oshkosh (population 66,579) is banked by the Fox River and Lake Butte des Morts in Winnebago County. A progressive and engaged community, Oshkosh offers small-town friendliness with big-city features and a high quality of life for people of all ages and interests. Oshkosh is a great place to live as a result of an excellent school system, outstanding healthcare facilities, abundant entertainment opportunities, a low cost of living, a clean environment, and much more. The attributes of Oshkosh include its parks, galleries, nationally accredited museums, golf courses, entertainment venues, festivals, and activities that make Oshkosh a haven for anyone interested in combining city life with the benefits of a small town.

#### **DISTRICT AT A GLANCE**

**Student Enrollment:** 10,005  
**21 School Sites**  
*(14 elementary, 5 middle, 2 high)*  
**Administrators:** 40  
**Licensed Staff:** 886  
**Support Staff:** 699  
**General Fund Budget:**  
\$111,000,000



#### **OUR MISSION**

To create citizens who are critical, creative thinkers, responsible in their actions, and committed to learning for life by working together with families and communities.



# CANDIDATE PROFILE

The following characteristics will be vital to the success of the candidate who becomes the next superintendent of the Oshkosh Area School District.

## **INTEGRITY & INTUITIVENESS:**

Inspires trust, self-confidence, and models high standards and possesses excellent people skills and presents a positive image of the district.

## **EXCELLENT COMMUNICATION:**

Is a strong communicator; speaking, listening and writing.

## **VISION & INNOVATION:**

Is comfortable leading innovation and reform efforts.

Willing to listen to input, but is a decision maker with the ability to develop and communicate a vision of quality education.

## **BROAD OPERATIONAL ACUMEN:**

Previous experience that will benefit the long-term financial health of the district.

## **COLLABORATION:**

Demonstrates commitment to community visibility with high interest in a broad range of community groups and organizations.

Has the ability to develop and maintain a mutually beneficial relationship between the business community and the school district.

## **INSTRUCTIONAL LEADERSHIP:**

Has experience recruiting and maintaining exceptional staff for the district and schools.

Promotes a positive and professional environment for district employees and the Board of Education.

## **STUDENT-CENTERED:**

Is strongly committed to a "student first" philosophy in all decisions.

Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.

Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.



## **CONTACT**

Questions should be directed to:

[Ray & Associates, Inc.](http://www.rayassoc.com)

4403 First Avenue SE, Ste 407  
Cedar Rapids, IA 52402  
Phone: 319.393.3115  
Fax: 319.393.4931  
[glr@rayassoc.com](mailto:glr@rayassoc.com)

## **SALARY AND BENEFITS**

The salary will be in the range of \$195,000 and will include a comprehensive health benefits package. The final salary for the selected candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

## **APPLICATION DEADLINE**

January 17, 2018

## **APPLICATION PROCESS**

Apply online at [www.rayassoc.com](http://www.rayassoc.com)

Candidates must submit the following:

- A letter of application stating personal qualifications, experiences and reasons for interest in the position
- Completed online application form
- Current resume
- Four (4) current letters of recommendation

## **REQUIREMENTS**

Candidates must have or be qualified to obtain superintendent certification in Wisconsin. Questions about certification should be directed to the Wisconsin Department of Education, online at [dpi.wi.gov/](http://dpi.wi.gov/) or by telephone at 800.441.4563.

## **SELECTION PROCESS**

All materials submitted as part of the application will remain confidential to the fullest extent allowed by law, which includes review in a closed session of the Board. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Oshkosh Area School District Board of Education for consideration. Selection of candidates for final interviews is the sole responsibility of the Board. Board members may elect to visit the communities of finalists for the position of Superintendent.