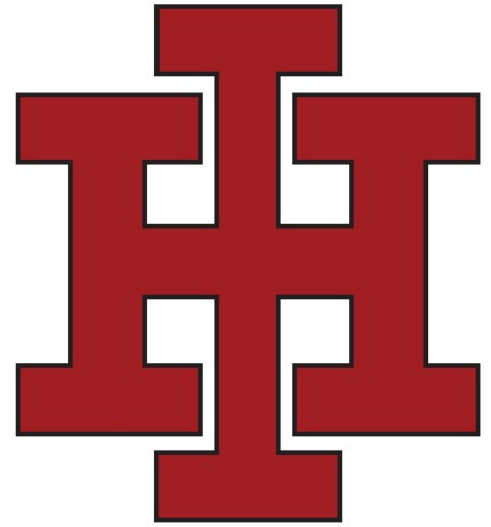


*An invitation to apply for the position of*  
*Superintendent*

# Indian Hill Exempted Village School District



*Enduring Excellence in Learning,  
Leadership, Innovation, and Service*

Cincinnati, Ohio

## *The Position*

The Indian Hill Exempted Village School District, Cincinnati, Ohio, Board of Education, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position at a date mutually agreeable between the successful candidate and the district.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

### Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The board has identified the following desired characteristics.

- Is a seasoned administrator with a proven track record of fiscally and organizationally managing a school district; a successful educational leader with the ability to develop leadership in others.
- Possess strong leadership skills with the ability to establish and achieve personal and organizational goals. Committed to academic excellence and understands their primary responsibility is providing a quality education for all students. Ability to recruit and develop professional talent.
- A team player who can develop positive collaborative relationships. A strong leader who has the ability to take charge while working within the policies and directives of the district.
- A people person who respects the opinions of others, is accessible to all stakeholders, is a positive role model who leads by example, and is active and visible in the school and community.

## *The Community*

The district is located within the 275 outer-belt of Cincinnati with access to I-71 on the edge of the district. Easy access to downtown Cincinnati. Cincinnati is a proud Midwestern city that offers professional sports franchises, an amusement park, a large aquarium, a symphony orchestra, diversified art and theater in historical and modern facilities, and dozens of diverse and dynamic neighborhoods that offer their own charm and story. Indian Hill and the surrounding area offers beautiful walking and bike riding trails in rolling wooded settings.

Cincinnati is home to many large corporations including Proctor & Gamble, Kroger, Fifth Third Bank, and many others. Many area executives choose to reside in Indian Hill.

## *Board of Education*

The Board of Education consists of five members who are elected to serve four-year terms. The incumbency of the board members ranges from 4 to 14 years.

Name	Occupation	Years Served
Mrs. Kim Martin-Lewis, President	Attorney	10 years
Mrs. Nancy Aichholz, Vice-President	Executive	4 years
Mrs. Elizabeth Johnston, Vice-President	Retired	14 years
Mr. Lyle Flore	Retired	4 years
Dr. Edmond Hooker	Physician	6 years



# The District

The Indian Hill Exempted Village School District campus is located within the village of Indian Hill, Ohio while also serving parts of the Kenwood, Sycamore, Columbia Township, and Camp Dennison communities.

**Special Programs for Gifted Students**—Indian Hill Exempted Village School District has a long and successful history of meeting the needs of gifted learners through a wide continuum of services, including a rigorous and advanced curriculum, a variety of enrichment experiences, use of differentiated instructional strategies, individual projects and assignments, placement in specific programs for gifted students, and honors and Advanced Placement classes for students in grade six through twelve. The success of these programs is documented within the Ohio Department of Education’s Report Card which graded the District an “A” for gifted education based on achievement and growth on State tests. Our students demonstrate substantial success within the curriculum with 50% of our student population identified as Gifted and Talented according to the definition from the Ohio Department of Education. In grades two through eight there is an additional gifted opportunity, Discovery. This purpose of this class is a resource room experience to provide opportunities for critical and creative thinking, problem solving, and independent learning beyond what is offered within the general education classroom for those students who demonstrate Superior Cognitive Abilities. At the High School level our students have the opportunity for rigorous coursework in core and elective classes, including Honors and 27 Advanced Placement Classes.

**Community Support Groups**—Indian Hill Exempted Village School District benefits from a strong partnership between school and community/parent organizations including:

- Indian Hill Boosters—Organized as a district-wide group, the Boosters assists athletics, arts, and extra-curricular clubs at the Primary School, Elementary School, Middle School, and High School as well as district-wide events.
- Indian Hill Foundation—This organization achieves its purpose with the help of alumni, parents, and the community by putting our community’s philanthropy to work innovating, accelerating, and enriching what is happening in our classrooms and strengthening the connections between the District and community.
- Indian Hill Global Parent Network—A subsidiary of the PTO, the volunteers of this group organize events to recognize and celebrate the many cultures within our District and society.
- Indian Hill Parent Equity Group—Parents, staff members, and community members work together in monthly meetings to explore issues related to race and how race manifests itself within the school setting. Additionally, this group provides resources for parents to foster discussions about race within the home setting.
- Indian Hill Parent Teacher Organization—Organized as a district-wide group, the PTO organizes and supports events for the Primary School, Elementary School, Middle School, and High School as well as district-wide affairs.
- Cincinnati Academy of Performing Arts—CAPA is an organization that provides after school programming in performing arts for the students K-12 offering group classes, private lessons, and high quality community productions.

**Partnership with Colleges, Universities, and Vocational Training**—The Greater Cincinnati area has the benefit of several universities and colleges in the area: University of Cincinnati, Xavier University, Northern Kentucky University, Miami University, University of Mt. St. Joseph, Cincinnati State Technical and Community College, and others. Great Oaks is one of the largest career and educational technical and vocational centers in the United States, offering a variety of career preparation programs on four different campuses throughout the Cincinnati area.



**Extracurricular Activities**—The Indian Hill Exempted Village School District students have the opportunity to explore interests outside of the school day with co-curricular clubs beginning in first grade and expanding to a broad selection in the high school. Ranging from casual to competitive, students share their passions through club formation, group participation, and enthusiastic commitment.

The District boasts several state-of-the-art athletic facilities with many team and individual championships.

## Fast Facts

<b>Number of Students</b>	<b>2,000</b>
<b>Schools</b>	<b>4</b>
Primary (grades K-2)	
Elementary (grades 3-5)	
Middle School (grades 6-8)	
High School (grades 9-12)	
<b>Staff Members</b>	<b>295</b>
Administrative	17
Certificated	177
Classified (full & part time)	101
<b>Square Miles of District</b>	<b>23</b>
<b>Assessed Valuation</b>	<b>\$1.25 billion</b>
<b>Operating Budget</b>	
General Fund	\$34.5 million
Total Funds	\$42 million
<b>ACT Composite Score</b>	<b>27</b>
<b>National Merit Scholars (Class of 2018)</b>	<b>21</b>
<b>IHHS Extracurricular Participation</b>	<b>94%</b>
Sports	24
Teams	43
Clubs and Activities	over 80
<b>Service Hours</b>	<b>40,565</b>
<b>World Champion Mock Trial</b>	
<b>State-of-the-art STEM Program at the Elementary School</b>	



## Mission Statement

*The Indian Hill Exempted Village School District provides exceptional educational services to ensure the intellectual development, personal growth, and social responsibility of each student.*



*Find out more about Indian Hill Exempted Village School District:*

*<http://www.indianhillschools.org/>*

## APPLICATION & SELECTION PROCEDURE

Available at [www.macnjake.com](http://www.macnjake.com)



MCPHERSON & JACOBSON, L.L.C.

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Omaha, Nebraska 68144

Phone (402) 991-7031

Fax (402) 991-7168

Email: [mail@macnjake.com](mailto:mail@macnjake.com)

## Selection Timeline

1. Application deadline:  
March 28, 2019
2. Finalists selected by  
Board of Education:  
April 15, 2019
3. Interviews with  
Board of Education:  
Week of April 29, 2019
4. Selection of new  
superintendent:  
May 2019
5. Starting date:  
At a date mutually  
agreeable between the  
successful candidate and  
the district

### *An application for superintendent should include:*

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

*Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws.*

*Indian Hill Exempted Village School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.*