

ESCCO Expertise

Ralph Johnson, Ph.D.

Director, Center for Leadership

Ralph Johnson was superintendent at New Albany Plain Local Schools for 12 years before joining the ESCCO. He also serves as the Superintendent of Residence at The Ohio State University.

Dick Maxwell

Executive Director Emeritus,

Buckeye Association of School Administrators

Dick Maxwell has been recognized for his excellence in service in various BASA leadership roles. Prior to joining the organization, he was superintendent of West Holmes Local Schools and Holmes County Mental Retardation Development Disabilities Board.

Bill Reimer, Ph.D.

Assistant Superintendent, School District Services

Bill Reimer served as superintendent at Olentangy Local Schools for seven years and superintendent of Ottawa Hills Local Schools for 11 years. He has more than 40 years of experience in education.

George Tombaugh, Ed.D.

George Tombaugh has more than 27 years experience as an Ohio superintendent with Springfield Local Schools and Westerville City Schools. In his more than 40-year career he also has served as a treasurer and policy adviser to the governor.

Bart Anderson, Ed.D.

Superintendent

Bart Anderson has led the ESCCO since 2004. Before joining the agency, Anderson served as a superintendent for 10 years. He completed his doctoral research at the University of Pennsylvania on superintendent selections.



References

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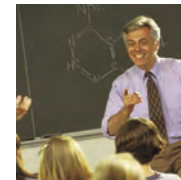
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Superintendent Search Services



Finding a new leader
doesn't end after picking a name.

Connecting districts to the right candidate

Working together to ensure success

Overview of the ESCCO Administrative/Superintendent Search Process

I. District Needs Assessment

- a. Objective organizational diagnostic
- b. Constituent/stakeholder process
- c. Preferred or least-preferred candidate profile
- d. Interim administration placement, if necessary

II. Candidate Recruitment

- a. Casting a Wide Net
- b. Plugging in to Multi-state Networks
- c. Targeted, selective search

III. Due Diligence

- a. Screening
 - i. Initial and candidate placement
 - ii. Behavior- and evidence-based stages
- b. Interviews
 - i. Philosophy
 - ii. Evidence
- c. Reference Checks
 - i. Listed by candidate
 - ii. Prior employers
- d. Networked connections
- e. Site Visitations

IV. Final Candidate Selection

- a. Development of selection tool
- b. Selection
 - i. Staff/Community Involvement
 - ii. Board Decision
- c. Board and candidate advocacy

V. Superintendent Success

- a. Leadership Evaluation Tool
 - i. Development stage
 - ii. Process of improvement
 - iii. Behavior metrics
 - iv. District goals and results
- b. Transition Plan
- c. Consultation Services
 - i. Individual Goals
 - ii. Self-assessments/Board Assessment
- d. Evaluation facilitation and follow-up
- e. Exit strategy or continued coaching

The ESC of Central Ohio difference, personalized service.

The Educational Service Center of Central Ohio will help select a strong leader in your district, and we will work together for the next year to ensure success.

The ESC of Central Ohio is able to draw on some of central Ohio's finest former superintendents to lead searches and consult with you after a selection.

One primary ESC representative will help the new superintendent become familiar with the district and its schools and the central Ohio education environment.

The ESCCO also will assist with leadership-board relations, establishing goals, guidelines and evaluation processes.

The ESCCO and its leaders are knowledgeable on Ohio Department of Education standards, the state accountability model (including value-added assessments) as well as state financing issues.

ESCCO has experienced interim administrators ready to serve where necessary.

ESCCO leaders are plugged into a network of skilled administrators and potential leaders across the country.

The ESCCO is uniquely knowledgeable and qualified to work with your district and its Board of Education to find the best candidates to lead the district and secure a successful transition.

Through the ESCCO's proven process and built-in expertise, the agency will be able to deliver a thorough yet expedited search to have a new superintendent named by an agreed upon date.



Search Timeline

The administrative search process will take approximately 90-120 days, but the ESC of Central Ohio's partnership and consultation will last for roughly 18 months.

Length of each phase:

- Phase I: 3 weeks
- Phase II: 4 weeks
- Phase III: concurrent with Phase IV
- Phase IV: 2 weeks
- Phase V: 52 weeks (if requested)

Estimate of Costs

As with all ESC of Central Ohio services, the agency aims to deliver needed services at as much of a value as possible. This includes not only offering services at a low cost, but providing additional returns on that investment.

Standard cost: \$9,000 + expenses (postage, etc.)

Cost to ESCCO districts: \$1,500