



SUPERINTENDENT, WATERLOO LOCAL SCHOOL DISTRICT

QUALIFICATIONS:

- Successful experience as a superintendent, a central office administrator, or a building-level administrator
- Effective communicator with the Board and the Treasurer
- Strong leadership skills to motivate, mentor and develop staff, balance collaboration with decisive action, and reinforce the chain of command
- Knowledge of school finance, law, collective bargaining, employee relations, and grant-writing
- Evidence of productivity, hard work, and the ability to recruit assistance when needed
- Commitment to longevity as Superintendent and investment in the district and community
- Attuned to the wellness and mental health needs of students and staff
- High visibility and presence in the community and district
- Professionalism, calmness under pressure, and respectfulness toward others' ideas

APPLICATION:

- A letter emphasizing qualifications and recent achievements, reasons for interest
- A current resume
- A copy of valid Ohio Department of Education Superintendent's Certificate/License
- Official credentials and transcripts
- Three current letters of reference, one of which is from current employer

Tentative search timetable:

Application Deadline: April 18, 2025 (12 p.m.)

First Round Interviews: Early May (Early applicants may be interviewed prior to application deadline)

Second Round Interviews: Mid-May

Contract to Start: August 1, 2025

To Apply: [Summit Educational Service Center](#)

Summit ESC and Waterloo Local Schools are Equal Opportunity Employers