



WELCOME TO THE
**OSHKOSH AREA SCHOOL DISTRICT
SUPERINTENDENT SEARCH**



STATISTICS

| | |
|------------------------------------|------------------|
| District Grades Enrollment | PreK-12 9,747 |
| • Students with Disabilities | 18.0% |
| • English Learners | 5.5% |
| • Economically Disadvantaged | 46.4% |
| • American Indian or Alaska Native | 0.4% |
| • Asian or Pacific Islander | 7.1% |
| • Black, not Hispanic | 6.2% |
| • Hispanic | 5.9% |
| • Two or more races | 4.8% |
| • White not Hispanic | 75.6% |
| All Staff | 1,506 |
| Annual Operating Budget | \$150.4 million |



HIGHLIGHTS

- 13 elementary schools, including 4K early learning center
- 5 middle schools
- 2 high schools
- 2 charter schools
- 1 eAcademy
- 9 community learning centers or extended-day learning programs including YMCA and Boys & Girls Clubs
- 1:1 technology to student ratio in grades 3-12

ABOUT

The Oshkosh Area School District (OASD) is located on the shore of Lake Winnebago, Wisconsin’s largest inland lake and major fishery featuring some of the nation’s best walleye fishing. The school district serves nearly 10,000 students over a 99-square-mile area in the heart of Winnebago County in northeast Wisconsin. The OASD has the largest student enrollment in the region and the 11th largest enrollment statewide.

The OASD has strong, unique community partnerships that provide excellent opportunities for Oshkosh students and families. Every day district staff members look forward to working with students, families, businesses and community members to help develop students who are ready for college, career and community.

The OASD has strong schools with high expectations for performance and remains committed to learning, growing and providing the best foundational life experiences for students. The district’s mission is to enrich the community by supporting students to lead creative and empowered lives. The strength of OASD schools lies within the staff, curriculum and professional learning.

The district takes a holistic approach to education and understands that no two students are alike. The diverse population of learners within the OASD comes from all walks of life, and the district offers programs and services to meet the unique needs of each student. OASD schools are places where ideas and dreams are fostered, and students persevere when challenged.

SCHOOL BOARD MEMBERS

The OASD is governed by a seven-member Board of Education elected at large for three-year terms. This policy-making body sets the school budget and tax levy:

- Bob Poeschl - President
- Dr. Barbara Herzog - Vice President
- Liz Szilagyi - Treasurer
- Beth Wyman - Clerk
- Stephanie Carlin
- Kristopher Karns
- Chris Wright

EXECUTIVE ADMINISTRATION

- Dr. David Gundlach - Deputy Superintendent
- Dr. Andrew Jones - Executive Director of Administration
- Dr. Belynda Pinkston - Executive Director of Human Resources
- Drew Niehans - Executive Director of Business Services
- Dr. Kim Brown - Director of Learning
- Julie Conrad - Director of Curriculum and Assessment
- Linda Pierron - Director of Special Education
- Matthew Kaemmerer - Director of Pupil Services

- 90.2% graduation rate - Class of 2018
- 43 college credit courses offered with UWO and FVTC - Largest CAPP offering in state!
- 100% of OASD graduates take Personal Finance course
- 800+ 8th graders participate in career exploration
- Academic and career planning and exploration begins in grade 6
- Special Education program provides services to children from 3 to 21
- 60+ different home languages spoken in OASD
- 9 bilingual teaching assistants fluent in Arabic, Bosnian, Chinese, Croatian, Dinka, Hmong, Kibembe, Kurdish, Montenegrin, Serbian, Spanish, Swahili and Turkish
- Voters approved two referendum questions in November 2020, each by 57% margin
- First referendum gave approval to exceed annual state revenue limits by \$3.95 million for the next two school years and then by \$7.95 million through 2029-2030
- Second referendum gave approval to borrow up to \$107 million to complete phase one of the district’s long-range facilities plan to improve and modernize district schools by:
 - » Building a new middle school and a new elementary school
 - » Closing three aging/outdated facilities that house five schools
 - » Enhancing school safety and security
 - » Addressing deferred maintenance and infrastructure needs

BUILDING COMMUNITY THROUGH EDUCATION

The OASD 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 goals set in our strategic plan to continuously improve.

VISION We will be the leader in education through innovation while focusing on the whole child.

MISSION We will enrich our community by supporting our students to lead creative and empowered lives.

CORE VALUES

- Engaged students and staff
- Integrity
- Excellence
- Responsive improvement
- Safe learning and working environment
- Collaborative culture

GUIDING PRINCIPLE Students First

SUPERINTENDENT QUALIFICATIONS

SKILLS

- Communication
- Collaboration
- Strategy
- Listening
- Feedback
- Trustworthy
- People person
- Student-focused
- Experience as an executive
- Speaking ability
- Data usage
- Continuous improvement
- Visionary
- Relationships

EXPERIENCE

- Understanding of region (Wisconsinite)
- Superintendent experience
- Unifier
- Teaching experience
- Leadership at all levels
- Use of data
- Strategic planning
- Experience in similar-sized systems

VALUES

- Honesty
- Equity
- Trust
- Integrity
- Compassion
- Empathy
- Respect
- Caring
- Stewardship
- Humility
- Community-driven
- Child-centered
- Perseverance
- Genuine
- Innovation

STRATEGIC PLAN

The Oshkosh Area School District uses a systems approach to focus organizational improvement efforts. To ensure ongoing improvements, the District has partnered with our community and board of education to determine priorities, goals and action steps. These were then put into a focused, well developed strategic plan. The District's current Strategic Plan covers 2019-24. The major priorities of that plan are outlined below. Each priority has corresponding goals with action steps and subtasks.

PRIORITY 1: IMPROVE STUDENT LEARNING FOR ALL TO ENSURE COLLEGE, CAREER AND COMMUNITY READY

- Narrow opportunity gaps
- Provide professional development to support ALL students
- Create a future-ready school system
- Accelerate student learning/performance/growth
- Integrate social emotional learning and life and career skills to meet the needs of the whole child

PRIORITY 2: OPERATIONAL EFFICIENCY

- Maximize efficiencies of facilities
- Create an accessible and accurate budget to build trust and clearly communicate with stakeholders
- Build and use systems protocols and processes to improve efficiencies

PRIORITY 3: DEDICATED AND HIGH-PERFORMING TEAM MEMBERS

- Improve retention rates
- Increase diversity through recruitment strategies
- Cultivate a culture of health and wellness
- Invest in staff

PRIORITY 4: SAFE LEARNING AND WORKING ENVIRONMENT

- Enhance student and school safety processes
- Support and enhance student mental and physical health
- Provide training and resources to support student behavior
- Cultivate a culture of positive supports, relationships, and acceptance of all students

PRIORITY 5: SUSTAIN AND STRENGTHEN COMMUNITY ENGAGEMENT

- Leverage community partnerships
- Build channels for communication and engagement with internal and external
- Stakeholders
- Foster family engagement and participation

APPLICATION PROCESS

The Oshkosh Area School District (OASD) Board of Education is in the process of conducting a search for the District's next superintendent. Stakeholder engagement is vital to this search process.

TIMELINE

APRIL 14-21, 2021 - STAKEHOLDER SURVEY: OASD will survey staff, parents and community members to help create a candidate profile for the preferred superintendent candidate.

APRIL 2021- BOARD OF EDUCATION INPUT: CESA 6 will interview each OASD Board Member to gather input into the values, qualities and qualifications desired of the next superintendent.

APRIL 28, 2021 - BOARD WORKSHOP: CESA 6 will lead an open Board Workshop to discuss the search process and finalize the candidate profile and job posting.

APRIL 30 - MAY 9, 2021 - RECRUITMENT OF CANDIDATES FOR SUPERINTENDENT: CESA 6 will create the candidate position posting and promote the opportunity through numerous channels.

MAY 17, 2021 - PRESENTATION OF INITIAL CANDIDATES: CESA 6 will present initial candidates to the OASD Board of Education for consideration during a closed session.

MAY 24, 2021 - FINALIST INTERVIEWS: The OASD Board of Education will select three finalists to advance to interviews with the Board and a group of district and community stakeholders.

TBD 2021 - FINALIST SELECTION: CESA 6 will facilitate the final selection of the candidate with the OASD Board of Education. The district will conduct a comprehensive background and reference screening process for the selected finalist.

TBD 2021 - NEW SUPERINTENDENT ONBOARDING: CESA 6 will conduct High Performance Board Training with the new superintendent and OASD Board of Education, and will provide support through the first-year evaluation process.

JULY 1, 2021 - NEW SUPERINTENDENT'S START DATE

DETAILS

REQUIREMENTS

Qualified candidates must hold the Superintendent or School District Administrator license through the WI Department of Public Instruction or be currently enrolled in an approved program to obtain the licensure.

SEARCH INFORMATION

- A description of the application process can be found on the CESA 6 website
- Application deadline: May 9, 2021
- Duties begin: July 1, 2021

INQUIRIES

Oshkosh Superintendent Search

Ted Neitzke, CESA 6 Chief Executive Officer
tneitzke@cesa6.org | (262) 483-3997

Becky Neubauer, CESA 6 Executive Director, Human Resources
bneubauer@cesa6.org | (920) 236-0569

JOIN OUR OSHKOSH COMMUNITY

Savor the simple life and indulge in the embrace of genuine hospitality in Oshkosh. Nestled along the shore of Lake Winnebago near the heart of Wisconsin, Oshkosh is surrounded by inviting lakes and rivers while the historic downtown district offers lively entertainment, one-of-a-kind attractions, and scenic waterfront dining. Oshkosh and its surrounding communities have a population of 95,000. The city plays host to hundreds of local, regional, national and international events each year—we are, after all, Wisconsin's Event City! Additionally, Oshkosh offers a variety of unique attractions—such as the Experimental Aircraft Association AirVenture Museum, the historic Grand Opera House, the Paine Art Center and Gardens and more—that offer affordable and accessible cultural experiences for visitors of all ages. Oshkosh is also home to the University of Wisconsin Oshkosh, the Wisconsin Herd and many thriving businesses including Oshkosh Corporation and Silver Star Brands. Oshkosh Is Your... Fisherman's Paradise. Pilot's Dream. Kid's Playground. Foodies' Treat. Shopper's Delight. Family's Vacation. Next Adventure!

- Oshkosh Convention & Visitors Bureau



RELATED WEBSITES

- visitoshkosh.com
- oshkoshchamber.com
- eaa.org
- menomineenationarena.com
- thenewnorth.com
- ci.oshkosh.wi.us
- oshkosh.k12.wi.us

