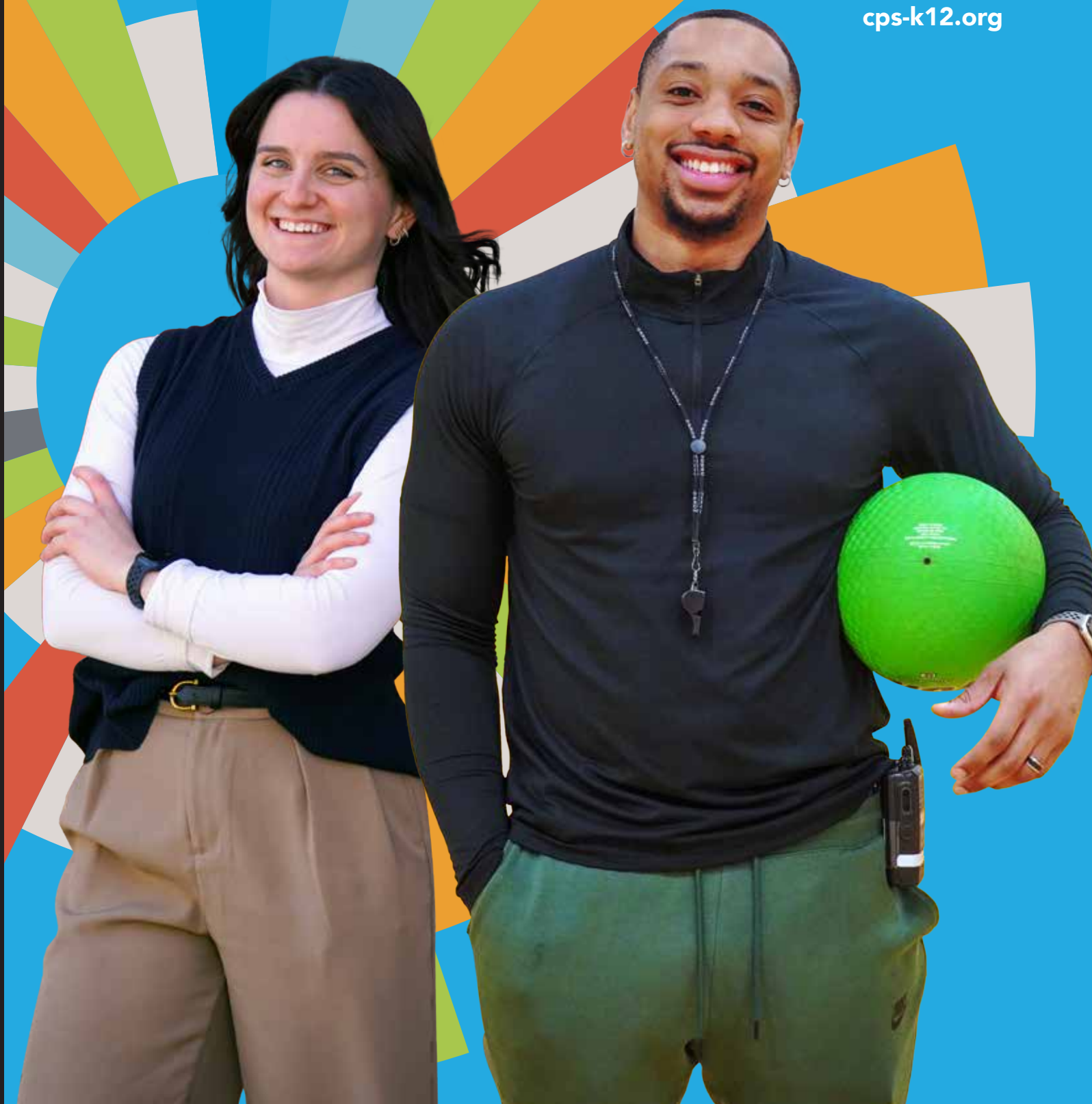


WELCOME

CINCINNATI PUBLIC SCHOOLS RECRUITMENT GUIDE



cps-k12.org



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The Board of Education is CPS' governing body. Each member is elected by the public, and supports the vision and mission of the district.

VISION

Cincinnati Public Schools will be a system of excellent schools where each and every student is valued, supported, empowered, and prepared to pursue their fullest potential.

MISSION

We are a community of students, educators, families, staff, and citizens working together to provide high-quality learning and equitable opportunities that make lifelong learning and true sustainable economic mobility possible for each of our students.

In December 2022, the Board of Education approved Goals and Guardrails, developed in partnership with the Cincinnati community and CPS stakeholders, to support the vision and mission of the district.

FORECAST

- Families and communities will be full partners and decision-makers
- Educators and others committed to the goals and willing to meet the challenges of public schools in an urban environment will choose CPS as their career home of service and advancement
- Our graduates will:
 - Be highly sought after by universities, employers and military
 - Access direct pathways to fields that offer genuine economic mobility and build generational wealth
- Our district will be fiscally sound and financially sustainable
- Our district will be nationally recognized for:
 - Its innovation, cultural inclusivity and responsiveness to the needs of our students, staff, and all stakeholders with whom we interact
 - Its operational efficiency and fiscal responsibility
 - Embracing students' cross-cultural identities in the learning experience
 - Individualized support and success for the whole student - Success for students is not defined solely through test results, but is uniquely defined for each student
 - Among these other attributes, its commitment to green sustainability
- Our district will partner with the region's economic, political, and cultural decision-makers

STRATEGIC PLAN



View the Strategic Plan and the Board of Education's Goals and Guardrails at cps-k12.org/strategicplan

Dear Prospective Employees, Educators and Administrators,

Cincinnati Public Schools (CPS) is an inclusive community that values diversity, innovation, and, most importantly, the incredible contributions of every staff member. Those seeking fresh and rewarding opportunities in public education, as either an administrator, educator or support staff, should truly consider making CPS their next career choice.

With a variety of district and school-based positions available, prospective candidates have the flexibility to explore diverse educational environments. Whether you're seeking full-time or part-time opportunities, CPS offers options to suit your lifestyle and professional goals that includes placing a high value on your expertise, investing in your growth and providing a competitive benefits package.

Inside this guide, you will find valuable information about CPS' career options and our beautiful city. You'll learn why Cincinnati is not only a great place to work and advance your career, but also an ideal city to live, explore and raise a family. I encourage you to discover the possibilities that await you at CPS and in Cincinnati.

Thank you for considering Cincinnati Public Schools as your next professional career destination and embarking on a journey of growth and excellence together. If you have any questions or require further information, please don't hesitate to reach out to a member of our Human Resources and Talent team.

Educationally yours,



Shauna Murphy
Interim Superintendent
Cincinnati Public Schools



HERE FOR KIDS

A photograph of several students sitting on wooden steps. They are wearing jeans and casual clothing. Some are holding laptops. The image is partially obscured by the text overlay.

ABOUT CPS

Cincinnati Public Schools (CPS) is Greater Cincinnati's largest, and Ohio's second largest, school district, serving about 36,000 students in preschool through grade 12 in 66 schools across southwest Ohio.

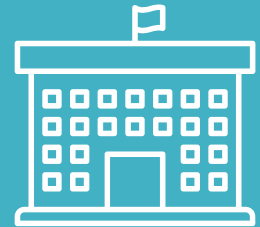
CPS offers families high-quality educational choices and a variety of academic programs. CPS is committed to developing the whole child, ensuring students thrive and graduate prepared to enroll in college, enlist in the military or become gainfully employed.



CITY IN A CITY



66 SCHOOLS



**NATIONAL MODEL FOR CLCs
(COMMUNITY LEARNING
CENTERS)**



HEALTH CLINICS



DENTAL CLINICS



**COMMUNITY
PARTNERSHIPS**

OUR PLAN

STRATEGY AND THEORY OF ACTION

A Theory of Action outlines what will happen when our strategies are implemented successfully. Each theory of action clarifies the intentional areas of work needed to improve student outcomes.

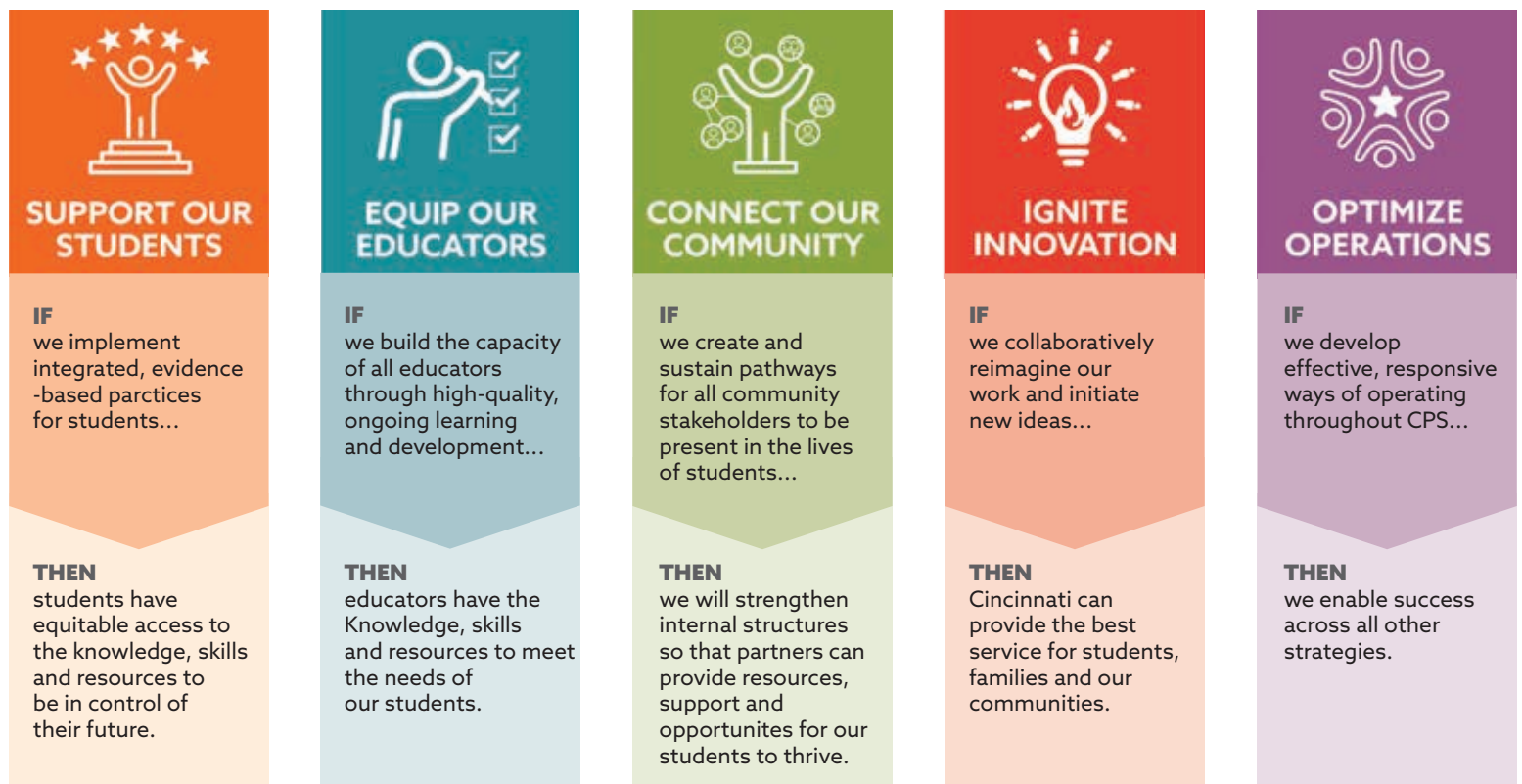


THE HEART OF EACH STRATEGY

Developed through a Theory of Action Process with stakeholders input, our five strategies will guide our decision making and way of work in order to achieve our Goals and Guardrails. These strategies outline what success looks like, what's most important to focus on and how we will get there over the next four years.

Through the implementation of each of our strategies, CPS will:

- value and support the work of all employees.
- uplift our students' voices in our decision making.
- ensure equitable outcomes for all students.
- continually improve in cultural competency and responsiveness.
- be rigorous and transparent in our pursuit of equity.





KEY BENEFITS

- Wellness Program
- Medical, Dental and Vision
- Employee Assistance Program
- Life Insurance
- Aflac Voluntary Sickness and Wellness Plans

BENEFITS

Cincinnati Public Schools is proud to provide you with access to high-quality benefits as part of your compensation package.

Eligibility: Eligibility for Benefits for employees and their dependents at CPS is based upon your position's full-time equivalence (FTE) and appointment type.

Enrollment: Employees must enroll in benefits within the first 30 days of their start date.

- **Medical:** Choice of plans to best fit your family's needs
- **Dental:** Up to \$1,500 annually; orthodontia for dependents
- **FSA/HSA/Dependent Care:** Pretax Savings to cover out-of-pocket healthcare and childcare expenses
- **Wellness Plan:** Eligible employees and their spouse can earn up to \$500 each annually Wellness Plan.
- **Employee Assistance Plan (EAP):**
A completely confidential and voluntary service to help employees through rough patches such as marital distress, family issues, financial problems, substance abuse and other personal problems.
- **Basic Life Insurance:** Provided by the District with optional additional coverage for purchase
- **Voluntary Life Insurance:** Offered at reasonable rates
- **AFLAC Voluntary Sickness and Accident Plans**
- **Voluntary Retirement Savings Plans**



Your Purpose. **Our Legacy.**

KEY POSITIONS

- Administration
- Teaching
- Curriculum
- Finance
- Food Service
- Custodial Service
- Security
- Facilities
 - Building Engineers
 - Carpenters
 - HVAC Professionals
- Paraprofessionals
- Enrollment
- Information Technology
- Secretary



APPLY TODAY



Administration & Support Staff:
bit.ly/CareersAtCPS

Certificated: bit.ly/TeacherHirePool

Call: Certificated: (513) 363-0130,
Civil Service: (513) 363-0140

HOW TO APPLY



OUR QUEEN CITY

Cincinnati, Ohio is a city with a vibrant and passionate culture that is as unique as it is diverse. From the famous Cincinnati-style chili and craft beer scene, to the annual Cincinnati Reds Opening Day Parade and the world-renowned Cincinnati Symphony Orchestra, the city has something to offer everyone. The rich history of the city is reflected in its many museums, including the National Underground Railroad Freedom Center and the Cincinnati Art Museum. The city's love for sports is legendary, with the Cincinnati Bengals, Reds and FC Cincinnati all calling the city home. With a thriving music scene, exceptional restaurants and a deep sense of community, Cincinnati truly is a one-of-a-kind place that never fails to captivate and inspire.

LIVEWELL

Welcome home! This guide to all things Cincinnati is here to help you navigate this amazing city. From food to fun to historical sites and our educational community, our goal is to ensure you are familiar with all of your options to live your best life in Cincy.



OUR QUEEN CITY

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FOODIES ONLY

Pages 8-9

MAKING HISTORY

Pages 10-11

LOCAL SPOTS

Pages 12-13

OUR COMMUNITY

Pages 14-15



FOODIES ONLY



VOTED BEST

SOTTO

(513) 977-6886 | SottoCincinnati.com

Tenacious and restrained, hardcore and heartfelt, Sotto practices the tradition of generations of chefs in an underground hideaway. The menu is fire, meat, wheat, and above all, Italian.



TASTE THE GREATNESS

One of the most distinctive aspects of Cincinnati's culture is its love of food. The city is renowned for its famous Cincinnati-style chili, which is typically served over spaghetti or hot dogs and topped with cheese and onions. The city's culinary scene has also become a hotbed for craft beer enthusiasts, with dozens of breweries and taprooms scattered throughout the city.

BOCA

Boca showcases flavors from Italy and France with a menu executed with French precision and technique.

APERTURE

Culinary experiences influenced by traditions of the broader Mediterranean region — Southern France, Italy, Greece, and the Levant, to name a few.

THE QUARTER BISTRO

The award-winning combination of seasonal cuisine and sophisticated ambiance are just the beginning of an unforgettable experience.

COVINGTON YARD

The comfort of a back yard with the community of a bar. This local spot has it all: great drinks, delicious food and comfortable space to hangout.

ELEMENT EATERY

A collection of restaurants locally rooted in Cincinnati, Element Eatery has something for everyone — comfort foods with a twist, new American classics, fresh brewed coffee, beverages, pizza, salads and more!

GRAETER'S ICE CREAM

Graeter's ice cream has over 150 years of experience in handcrafting French Pot ice cream.

OLIVE TREE

Honoring traditional Syrian recipes, each with its own story. Come together and enjoy the rich palette of flavors in a scratch-made weekly menu.

ARNOLD'S BAR & GRILL

Always eager to show off its 150+ years of history, Arnold's Bar & Grill is Cincinnati's oldest tavern.

SKYLINE

Famous for incredibly delicious Cheese Coney and 3-ways, the unique chili is still made with the original secret family recipe.

THE GOLDEN LAMB

Since 1803, the Golden Lamb has been a gathering place — for neighbors, travelers, statesmen, presidents, families and friends.



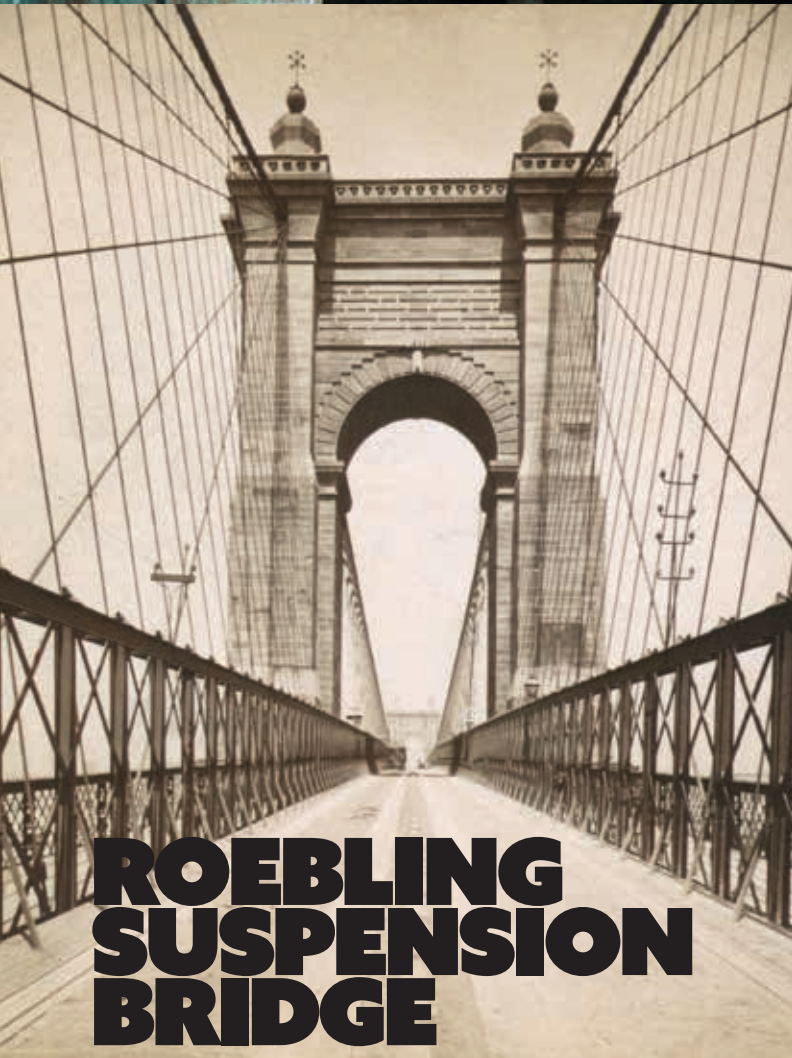
DINE ONLINE

Scan to check out dining options, browse menus, make reservations, see delivery options, get inspiration, and so much more!





MAKING



ROEBLING SUSPENSION BRIDGE

The John A. Roebling Suspension Bridge, which spans the Ohio River, was built in the mid-19th century and remains one of the most iconic structures in the city. Its 1,075 foot span made it the longest bridge in the world. The bridge is an engineering marvel that employed several new bridge-building techniques. Perhaps its most impressive features are the two primary cables, each containing 5,180 individual wires. The cables were "spun" in place using wire imported from England. A second set of cables was added in 1897 to support heavier loads.

HIDDEN GEMS

NATIONAL UNDERGROUND RAILROAD FREEDOM CENTER

Inspiring a more equitable future.

NANCY & DAVID WOLF HOLOCAUST & HUMANITY CENTER

Take the same steps Holocaust survivors took to rebuild their lives in Cincinnati.

CINCINNATI ART MUSEUM

Home to more than 67,000 works that span some 6,000 years, featuring the Art Climb, a stairway that leads to beautiful views of the city.

OVER-THE-RHINE NEIGHBORHOOD

One of the largest and best-preserved urban historic districts in the U.S. with beautiful brick structures dating back to the early 1800s.

CINCINNATI MUSIC HALL

This iconic arts venue is home to the Cincinnati Ballet, Opera, Symphony Orchestra and more.

21C MUSEUM HOTEL CINCINNATI

Discover contemporary art in the most unexpected places, from the sidewalks to the elevators.

UNDERGROUND CINCINNATI TOUR

Discover a different side of Cincinnati on a guided tour of the city's lesser-known history, underground tunnels, and even a hidden crypt.

HARRIET BEECHER STOWE HOUSE

Tour the home of the antislavery author of the pivotal, *Uncle Tom's Cabin*.

TAFT MUSEUM OF ART

Explore a collection of American & European art in a historic landmark home.

FARM TO TABLE *FRESH* SINCE 1855



HISTORY



CINCINNATI MUSEUM CENTER

Cincinnati Museum Center has a legacy of discovery 200 years in the making, from the founding of the Western Museum Society in 1818 to today's award-winning multi-museum complex.



ARONOFF CENTER FOR THE ARTS

Designed by internationally renowned architect Cesar Pelli, the Aronoff is home to numerous resident companies including Fifth Third Bank Broadway in Cincinnati presented by TriHealth, Cincinnati Ballet, Cincinnati Music Theatre, Cincinnati Playwrights Initiative, Contemporary Dance Theater, Exhale Dance Tribe, Mutual Dance Theatre, and Revolution Dance Theatre.



Photo: Nedra McDaniel

CATHEDRAL BASILICA OF THE ASSUMPTION

Built in 1901, the treasured history, gothic architecture and stunning stained glass make this Basilica—modeled after Notre Dame—a true marvel.



Findlay Market is Ohio's oldest continuously operated public market and one of Cincinnati's most cherished institutions, welcoming more than one million visitors each year. Findlay Market remains the bustling center of farm fresh, locally sourced, artisanal and specialty foods. Open Tuesday through Sunday year round, Findlay Market is home to more than 50 full-time merchants selling meat, fish, poultry, produce, flowers, cheese, deli, ethnic foods and more. On weekends, the Market also hosts a thriving Farmers Market, a vibrant Outdoor Market, numerous street performers and several special events.

AMERICAN SIGN MUSEUM

Proud to be the largest public museum dedicated to signs in the United States, the American Sign Museum is 20,000 square feet of more than a century of American signage. From early, pre-electric signs adorned in goldleaf, to the earliest electric signs, to beautiful art-deco neon, to the modern plastic-faced sign, the museum covers it all. Expect to spend at least an hour exploring the history of this always-seen, but virtually unnoticed, industry.



Photo: Corrie Carswell

LOCAL SPOTS





EXPLORE CINCY STYLE

SMALE RIVERFRONT PARK

The park boasts multiple water play features, giant swings, an interactive foot piano, an imaginative play area for kids, expansive pollinator gardens, and Carol Ann's Carousel.

KROHN CONSERVATORY

Located in Eden Park, this incredible botanical garden is filled with over 3,500 plant species from around the world. It's widely recognized as one of the country's largest public greenhouses. Come springtime, the Butterfly Show is a must-see!



Scan here to learn more!

NEWPORT ON THE LEVEE

Dine, shop and enjoy on the banks of the Ohio River! Featuring a newly renovated AMC Theater, the award-winning Newport Aquarium, and the Rotolo Bowling and Bocce Eatery, plus countless dining options and open-air shipping container park.

ALL SPORTS ALL YEAR

The Bengals, the Reds and FC Cincinnati keep sports fans occupied all year long with glorious games and victorious wins. The University of Cincinnati and Xavier both have team of national acclaim.

PURPLE PEOPLE BRIDGE

The Newport Southbank Bridge—popularly known as The Purple People Bridge—opened on April 1, 1872, seven years after the end of the Civil War. It was the first railroad bridge spanning the Ohio River between Cincinnati and Northern Kentucky.

BLINK

The BLINK experience creates an outdoor awe-inspiring event that promises large-scale projection mapping, murals, murals, and interactive light sculptures from around the globe.

THE BANKS

Right on the water and brimming with activity, The Banks is where you will find everything from sports events to a lively nightlife scene. Located on the Ohio River, The Banks provides spectacular views and lines the water with a family friendly park.

KING'S ISLAND

For more than five decades, Kings Island has been the premier entertainment destination in the Midwest for literally millions of families seeking the best in rides, live entertainment, food and Cincinnati events, all in a magical amusement park setting.

GREEN SPACES

Cincinnati is an urban oasis filled with parks and green spaces that provide the perfect place to play or relax. Discover local flowers, plants and trails at Hauck Botanical Gardens, Eden Park, Mt. Airy Forest, Smale Riverfront Park, Burnet Woods, Washington Park and more!

CINCINNATI ZOO

The Zoological Society of Cincinnati was founded in 1873 and officially opened its doors in 1875, making the Cincinnati Zoo & Botanical Garden the second oldest Zoo in the United States.





OUR COMMU

CPS is committed to connecting families and community members with high quality family engagement supports. Through our Family and Community Engagement Office- Families engage. Community impacts. Volunteers are involved. Resources are accessible. Connect with us!

HOW YOU CAN HELP

PROJECT CONNECT

Founded in 1996, Project Connect provides advocacy paired with specialized educational services and lifestyle enrichment opportunities for children who have neither a voice, nor a choice, in experiencing homelessness.

ADULT EDUCATION SOLUTIONS

Adult Education Solutions (AES) is part of the Ohio Department of Education (ODE) and the Ohio Department of Higher Education (ODHE), offering FREE day and evening classes and wrap-around Adult Services. Classes are also available online.

COMMUNITY LEARNING CENTERS

CLCs offer health services, counseling, after-school programs, nutrition classes, parent and family engagement programs, career and college access services, youth development activities, mentoring, arts programming and more.

COLLEGE AND CAREER COMMUNITY RESOURCE CENTER

A comprehensive resource hub that assists and supports Cincinnati Public Schools families as they transition into college and career pathways. Through mentorship and connecting with community resources, the center serves as a gateway for clients to reach their full potential.

NITY



KEY EVENTS

BACK-TO-SCHOOL CELEBRATION

August

CPS SCHOOL OPEN HOUSES

August — September

STATE OF THE SCHOOLS ADDRESS

November

ALL SCHOOLS EXPO

January

MLK ORATORICAL COMPETITION

February

CINCINNATUS ASSOCIATION EDUCATOR OF THE YEAR AWARD

February

CPS INTERNATIONAL STUDENT JAZZ FESTIVAL

March

READ ACROSS CPS

March

CPS CITYWIDE STUDENT ART SHOW

March/April

CPS-CINCY EXPERIENCE

April

ALL STAR SHOWCASE

April

WESTERN & SOUTHERN HAWKINS EDUCATOR OF THE YEAR AWARDS

May

CPS EMPLOYEES OF THE YEAR AWARDS

May

JUST ASK JEN — FINANCIAL TOWN HALLS

Monthly



#WEARECPS



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Instagram: [IamCPS](#)

Twitter: [IamCPS](#)

Youtube: [IamCPS](#)

LinkedIn: [CincinnatiPublicSchools](#)



Photo: Corrie Carswell

YOUR PURPOSE OUR LEGACY

#WeAreCPS



www.cps-k12.org

