BEDFORD CITY SCHOOL DISTRICT

IS SEEKING QUALIFIED APPLICANTS FOR

SUPERINTENDENT

Application Deadline: January 8, 2027

THE SEARCH

The Bedford City School District Board of Education is seeking qualified candidates for the position of Superintendent.

The Board seeks a proven educational leader to guide the district's continued commitment to academic excellence, student achievement, and community engagement.

The new superintendent will succeed the district's interim leadership and is expected to take office on or before **August 1, 2027**.





THE COMMUNITY

Bedford City School District proudly serves the communities of Bedford, Bedford Heights, Oakwood Village, and Walton Hills in southeastern Cuyahoga County, Ohio.

Located approximately 15 minutes from downtown Cleveland, the district serves a diverse population of approximately 30,000 residents. These four communities share a rich history, strong neighborhood traditions, and a commitment to educational opportunity.

The area offers a welcoming suburban environment with convenient access to parks, recreation, cultural attractions, and major employment centers throughout Northeast Ohio.

Families enjoy established neighborhoods, local businesses, and a strong sense of community pride. The district's longstanding connections with civic organizations, municipalities, and community partners help create meaningful opportunities for students and families to learn, grow, and succeed.

BEDFORD CITY SCHOOL DISTRICT

THE DISTRICT

Bedford City School District has a proud tradition of academic, athletic, and fine arts excellence, serving generations of students and families across four neighboring communities.

Rooted in Bearcat pride, the district is committed to providing a high-quality educational experience that prepares students for success in college, careers, and life.
Serving nearly 3,000 students, the district provides a comprehensive educational program that includes a gold-rated preschool, elementary and secondary instruction, career-technical education, College Credit Plus, and innovative college and career readiness initiatives.

Through partnerships, enrichment opportunities, and a commitment to meeting the needs of every learner, Bedford City Schools continues to build upon its legacy of opportunity and achievement.

The district is also undertaking a historic transformation of its educational facilities. Construction is progressing on a new Bedford Middle School and Perkins Primary School, both scheduled to open for the 2027–2028 school year. A new Bedford High School, with expanded career-technical education opportunities, is scheduled to open in Fall 2028.

Improvements to existing facilities will further support the district's evolving educational structure.

To learn more, visit the District's Quality Profile:
www.bedford.k12.oh.us/about/performance-reports/quality-profile



BOARD OF EDUCATION

Anthony A. Akins Sr., President
Chris Callender, Vice President
Michelle Benjamin
Eva Boyington
Montez Morton

District Composition

- **High School (9–12)** — 1 Building
- **Middle School (6–8)** — 1 Building
- **Intermediate Schools** (3–5) — 2 Buildings
- **Primary Schools (K–2)** — 2 Buildings
- **Alternative Education (Excel Academy)** — 1 Program/Building
- **Preschool** — District Program

- District Enrollment: Approximately 2,700 students
- Communities Served: 4
- Schools: 7, plus preschool programming
- Certified Employees: 260
- Non-Certified Employees: 216
- Administrative Employees: 36

Financial Information

Operating Millage — Tax Year 2025

Inside	4.62
Outside Voted	70.1
Effective Residential	24.1
Effective Commercial	38.7
Bond	9.9
Permanent Improvement	1.0
Total Valuation	$1,032,320,870

Appropriations — FY27

General Fund	$62,673,260
Total (All Funds)	$179,601,288

General Fund Revenue — FY26

Local Taxes	$36,245,566
State Taxes	$16,548,593
Other	$4,354,470

BEDFORD CITY SCHOOL DISTRICT

LEADERSHIP CRITERIA

The ideal candidate must be committed to the highest personal and professional standards. They must serve as an exemplary leader in the district and community. The Superintendent must maintain integrity and ethics in all matters. The successful candidate will demonstrate the following major characteristics:

- An inspirational leader with a deep commitment to cultivating, sustaining, and enhancing a positive school and district culture that values collaboration, responsibility, and continuous growth.
- A collaborative leader skilled in team building who works effectively with the Board, administration, and staff to foster shared commitment to district continuous improvement.
- A leader who actively promotes and celebrates the district's achievements.
- An individual with strong organizational abilities who can sustain and communicate a clear and strategic direction for the district.
- An instructional leader who develops and supports teaching and administrative talent, fosters accountability, inspires excellence, and takes pride in the success of others.
- A leader who keeps the Board well-informed on school matters and builds a partnership grounded in transparency, collaboration, trust, and mutual respect.
- An educational leader with a proven record of improving student achievement and growth using data-driven decision making processes.
- A decisive leader who seeks stakeholder input before making thoughtful, transparent decisions.
- A visionary, innovative thinker capable of developing both short- and long-term plans aligned with the district's Strategic Plan.
- An articulate and straightforward communicator with excellent interpersonal skills, able to work respectfully and effectively with Board members, administrators, staff, students, parents, community stakeholders, and state officials.
- A visible and approachable leader who builds trust throughout the district and community.
- An engaged community member who values accessibility and active participation in district and community events. Willingness to impact state-level decision making.

Prior successful experience as a superintendent is preferred.

COMPENSATION AND TERMS OF EMPLOYMENT

The Board intends to offer the successful candidate a contract, as per law. The salary will be commensurate with experience and qualifications.



BEDFORD CITY SCHOOL DISTRICT

APPLICATION PROCESS

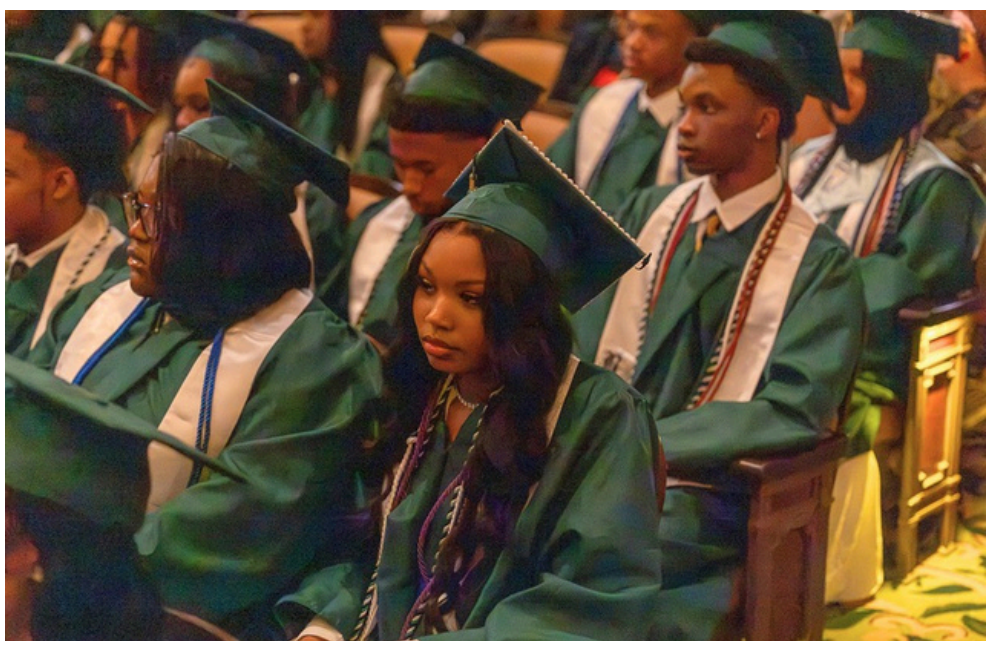
Qualified individuals are encouraged to apply. Please submit:

- A cover letter and resume emphasizing qualifications and interest
- List at least three (3) references from associates or board members who can speak to the candidate's qualifications and work experience
- A copy of the current Ohio Superintendent Certificate/License
- Credentials and transcripts.



All Application materials must be emailed by January 8, 2027 to :

Ckeenanconsultingllc@gmail.com



TIMELINE

Announce Vacancy	November 2, 2026
Application Materials Due	January 8, 2027
Initial Interviews	Early February 2027
Final Interviews	Mid February 2027
Action to Employ	Early March 2027
Est. Begin Employment	On or before August 1, 2027

Bedford City School District Board of Education is an Equal Opportunity Employer. The Board of Education does not discriminate in its programs and activities, including employment opportunities, on the basis of race, color, national origin, sex, disability, age, religion, military status, genetic information (collectively, "Protected Classes"), or any other legally protected category.

PRIDE TRADITION ACHIEVEMENT
BCSD
BEDFORD CITY SCHOOL DISTRICT
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