



Heartland Technical Education Center is seeking qualified applicants for the position of **Superintendent**

Application Deadline: September 27, 2026

www.findingleaders.com

About Heartland Technical Education Center

Heartland Technical Education Center is a public career and technical school located in Ashland, Ohio.

Formerly known as the Ashland County-West Holmes Career Center, the center adopted its new name and brand in July 2025 to reflect its evolving facilities, programs, and commitment to preparing high school students and adult learners for career success.

Heartland Tech is a school of choice serving students from five associate school districts: Ashland City, Hillsdale Local, Loudonville-Perrysville Exempted Village, Mapleton Local, and West Holmes Local.

Students remain connected to their home schools while gaining hands-on technical training, industry credentials, college credit, and work-based learning experiences.

Mission

Inspire students to career success by providing real-world skills and credentials.

Vision

To drive economic growth of the region through prepared graduates.

District Profile

- Approximately 480 high school students
- High school and adult education programs
- Five associate school districts represented by a nine-member Board of Education
- Fourteen high school career-technical program options, plus CBI and JTC pathways
- 4.5-star rating on the 2024–2025 Career-Technical Planning District Report Card
- Five-star ratings in career and postsecondary readiness and post-program outcomes
- \$45 million facility expansion and modernization project nearing completion

The Community and Region

Heartland Tech serves a diverse region encompassing Ashland and Holmes County communities. The area values practical learning, strong schools, local industry, entrepreneurship, and partnerships that prepare learners for high-demand careers.

The district works closely with associate schools, employers, workforce-development organizations, postsecondary partners, and community agencies. Its programs connect classroom learning to real workplace expectations and help graduates move successfully into employment, apprenticeships, military service, advanced training, or college.

The next Superintendent will join Heartland Tech at an exciting moment. The district has recently completed a comprehensive rebrand, student enrollment has grown substantially over the past decade, and a major renovation and expansion is creating modern academic classrooms, technical laboratories, student spaces, and new opportunities for future program growth.

Leadership Opportunity

The Board seeks a visible, collaborative, and forward-thinking educational leader who will honor Heartland Tech's history while advancing its mission. The successful candidate will understand the distinctive governance and partnership structure of a joint vocational school and will build trust across the Board, associate districts, staff, students, families, businesses, and regional community.

Compensation

- Multi-year contract
- Salary commensurate with experience
- Terms of employment consistent with Ohio law and Board policy

Final salary, benefits, and contract terms will be determined by the Heartland Technical Education Center Board of Education.



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The Superintendent Opportunity

Position Overview

The Superintendent will:

- Serve as the district's chief executive officer and a trusted advisor to the Board of Education.
- Provide visionary leadership for secondary career-technical education, academic instruction, adult education, and district operations.
- Build productive partnerships with the five associate school districts, employers, labor organizations, workforce agencies, postsecondary institutions, and community partners.
- Lead strategic planning, enrollment growth, program development, and the effective use of renovated and expanded facilities.
- Maintain responsible fiscal stewardship in partnership with the Treasurer and align resources with Board priorities and student needs.
- Recruit, develop, support, and retain highly qualified staff while sustaining a positive, student-centered organizational culture.
- Communicate clearly, consistently, and transparently with the Board, staff, students, families, partner districts, and the public.

Desired Qualifications

- Valid Ohio Superintendent license or evidence of eligibility.
- Successful administrative leadership experience; career-technical, joint vocational, or regional education experience is strongly preferred.
- Experience with strategic planning, facilities projects, organizational change, and program expansion.
- Evidence of effective Board relations, labor relations, personnel leadership, and staff development.

Superintendent Search Timeline

Application Deadline	September 27, 2026
Initial Screening	Sept. 28–Oct. 10, 2026
First-Round Interviews	TBD
Finalist Interviews	TBD
Board Selection	December 2, 2026
Anticipated Start Date	January 1, 2027

Application Process

Qualified candidates should submit application materials through Finding Leaders.

Application materials should include:

- Letter of interest
- Current résumé
- Copy of Ohio Superintendent license or evidence of eligibility
- Any additional materials requested through the Finding Leaders application process

Apply online at: **www.findingleaders.com**

Application materials may be subject to Ohio public records laws.

Search Contact Information

Michael Tefs, Ed.D.
michael.tefs@escneo.org
 330.350.1296

Karen Arbogast
karen.arbogast@escneo.org
 330.317.3226