



MILL CREEK

Community School Corporation

Superintendent Search

Mill Creek Community School Corporation seeks a superintendent with a passion for academic excellence and community collaboration. This growing district offers the opportunity to lead a dynamic team dedicated to empowering students and fostering a culture of innovation. Successful capital projects, academic growth, and responsible fiscal management are high priorities. The successful candidate will have the opportunity to build on the strong culture that has been fostered by retiring superintendent Jim Diagostino.

The Indiana School Boards Association is assisting the Board of School Trustees in their search.

The Corporation

The Mill Creek Community School Corporation (MCCSC), located in Hendricks County, Indiana, is a high-performing district renowned for fostering innovation and preparing students for college, careers, and life. This small, close-knit district with the motto “small schools...BIG OPPORTUNITIES” consists of five schools and serves approximately 1,570 students, including transfers drawn to MCCSC's outstanding reputation.

The corporation is in year one of its Master Plan, [MCCSC Master Plan](#). The school community spent the last two years developing the Master Plan and is in year one of the implementation. Cadets, Eagles, and Wildcats will be college and career-ready! The master planning committee consisted of 75+ people representing businesses, institutions of higher education, administrators, teachers, staff, parents, and most importantly, students. We are developing confident, independent citizens who productively impact society. Graduates will show excellence in their attitudes, actions, and achievements in pursuit of their passions! This comprehensive plan is the roadmap for the future of the school corporation.

Key Accomplishments

Excellence in Academics:

- MCCSC is an "A" rated school district with Four-Star schools.
- Cascade High School was a National Blue Ribbon School recipient.
- Consistently high graduation rates (95+%) and excellent student attendance (mid-90s%).

Transformative Learning Initiatives:

- Adoption of the Ford Next Generation Learning (NGL) framework, emphasizing innovative teaching, enhanced student engagement, and robust community partnerships.
- Integration of college and career readiness from PreK-12 through programs like STEM clubs, Project Lead The Way (PLTW), and Xello career exploration software.
- Emphasis on experiential learning, including field experiences, internships, job shadowing, and capstone projects, ensuring students graduate with a diploma plus certifications, credentials, or meaningful work experience.

Career and Technical Education (CTE):

- Collaboration with Area 31 Career Center offers specialized courses and certifications in fields like healthcare, engineering, and culinary arts, benefiting 25% of high school juniors and seniors.
- Creation of local pathways in agriculture, construction, and advanced manufacturing to align with workforce demands and regional needs.

Community-Centered Transformation:

- Strong partnerships with local businesses and organizations such as the Hendricks College Network (HCN) and MADE@Plainfield, which provide resources and mentorship.
- A collaborative governance structure, including a community-driven steering committee and advisory boards, ensures accountability and stakeholder engagement.

Student-Centered Education:

- Commitment to serving all students through inquiry-based, project-based, and work-based learning opportunities.
- Efforts to engage underrepresented student voices in planning and program design.
- Adoption of the CIESC College and Career readiness framework through the 3E & CHE grants, emphasizing innovative teaching, enhanced student engagement, and robust community partnerships.

Recognition for Innovation:

- Designated a Riley Children's Foundation Miracle School Corporation.
- Cascade Middle School achieved the Indiana Middle Level Educators Association's Schools to Watch Re-designation.

Comprehensive Strategic Plan:

- Focuses on teaching and learning, climate and culture, facilities and operations, and communication, aligning with Ford NGL's strands of transforming teaching, culture, and partnerships.



The Corporation Statistics

Enrollment:	1572 (October 1, 2024 ADM)
Current enrollment:	1576
Physical Buildings:	Cascade High School (9-12) – 538 Cascade Middle School (6-8) – 332 Mill Creek East Elementary school (K-5) – 361 Mill Creek West Elementary School (K-5) - 345 Little Cadets Community Preschool and Developmentally Delayed Preschool at Mill Creek East (62 students not included in ADM counts above)
Certified Employees:	106
Non-Certified Employees:	110
Administrators:	9 (2 Central Office, 3 CHS, 2 CMS, 1 MC East, 1 MC West)
Assessed Valuation:	\$893,970,537
Total Tax Rate:	\$.94



2025 budget and (estimated December 31, 2024 cash balance)

Educational Fund:	\$12,091,500 (\$3,400,000)
Operational Fund:	\$6,094,500 (\$500,000)
Debt Service:	\$5,319,000 (\$800,000)
Rainy Day Fund:	\$672,000

The School Community

The corporation's central office is located in Clayton, but it also encompasses the communities of Amo, Stillesville, Hazelwood, Belleville, and Coatesville. Each of these communities has historic buildings and traditions to offer its residents.

Southwest Hendricks County, Indiana, is a welcoming blend of small-town charm and modern convenience. With a rich history dating back to the early 19th century, the communities offer a warm and welcoming atmosphere for families and individuals alike.

Although the area is quiet and predominantly rural, it has a bright future as the county boasts the highest academic performance and population growth in the state of Indiana. Its excellent schools, beautiful parks, and easy access to the many cultural and entertainment opportunities in nearby Indianapolis make it a wonderful place to raise a family.



Qualifications and Criteria

The MCCSC board of trustees is seeking a passionate, community-minded leader who will work to continue the positive direction of the school corporation and demonstrate the following professional skills and attributes:

- Able to manage growth with a tax neutral approach and the expected changes in school funding.
- Be an effective manager of the human resources and develop a strong rapport with the school corporation staff.
- Experience in a growing district and ability to facilitate building projects.
- A fiscally responsible leader with a high level of experience and understanding of school finance.
- A visible and approachable member of the community.
- A strong problem solver who can run the day-to-day operations of the corporation.
- Willing to take direction from the board regarding policy, guidelines, and the vision of MCCSC.
- A strong communicator with the board, staff, and community.
- Ability to maintain a close relationship with the teacher's association and responsibly improve employee pay.
- Develop new and existing partnerships with community businesses and agencies.
- Work closely with the board and community partners to be in touch with what the community wants and expects from the schools.

Compensation Package - \$240,000

(salary, health insurance, dental insurance, TRF, and 403b/457b retirement accounts)

The MCCSC Board of School Trustees

Nic Allen - Board President
Pat Flanigan - Board Vice President
Tom Whitaker - Board Secretary
Melisa Branscum – member
Tim Warran – member

Search Timeline

Search open	January 1, 2025
Application Deadline	February 2, midnight
First round interviews begin	February 18
Second round interviews begin	March 4
Official duties begin	July 1, 2025

The deadline for applications is **midnight, February 2**. All applications and supporting material must be completed online at <https://isba.myrevelus.com>.

All inquiries and communication regarding the position should be directed to Steve Horton, ISBA director of board services by email at shorton@isba-ind.org or by phone at (317) 229-3270.

