



Superintendent Search Profile

The Western Wayne School Corporation Board of Trustees is seeking qualified applicants for the position of Superintendent. The successful candidate will replace Andy Stover, the current superintendent. Indiana School Boards Association search consultants Mr. Steve Horton and Dr. Kent DeKoninck are assisting with the search.

Western Wayne Schools

WWS is in Wayne County, Indiana, east of Richmond and the Indiana/Ohio border. The district serves more than 600 K-12 students in two buildings, Western Wayne Elementary School and Lincoln Middle/High School.

Vision: Western Wayne Schools is an engaging, competitive district that maximizes student potential through quality academic and occupational experiences.

Mission: Western Wayne Schools provides students with “opportunities to soar” within a disciplined educational environment that produces community-minded learners who are confident, productive, and prepared for a successful future.

Core Beliefs:

1. We are all learners.
2. Learners can be successful under the following conditions:
 1. Their basic needs have been met
 2. They are able to understand their goal(s)
 3. They are willing to persevere
 4. They are engaged
 5. They have the time they need
3. Learning is connecting the unknown to the known.
4. Teaching utilizes scientific and strategic processes.
5. Instruction and learning activities should be student-centered (engaging, differentiated, flexible, and relational).
6. We have the collective responsibility to help all learners succeed.



Western Wayne Schools has worked closely with its community partners to develop specific Portrait of a Graduate exemplars:

Purpose- Eagle Learners intentionally engage in experiences that are relevant to their lives and their future.

Communication- Eagle Learners share and exchange information and ideas effectively.

Collaboration- Eagle Learners work together to generate ideas, create products, and solve problems in an effort to enhance learning.

Wonder- Eagle Learners ask questions about the world around them and persist to find explanations and solutions.

Contribution- Eagle Learners leave a positive impact on the world around them.

Ownership- Eagle Learners know their strengths and weaknesses and see themselves as the most important participant in a lifelong process of growth.

Beginning in pre-school, students are given time and ways to meet the expectations of each grade-level exemplar. Students prepare a Learner Profile where they keep a record of their exemplar proficiency. In grades 6, 8, and 12, they are asked to defend the Learner Profile before a panel of community members.

To learn more about Western Wayne’s Portrait of a Graduate, follow this link: [Eagle Learner Exemplars](#)



Corporation Information:

Enrollment	659
Physical Buildings	3 – Elementary, Middle/High School, Maintenance/Transportation
Administrators	6 (includes Superintendent)
Certified Employees	53
Non-certified Employees	76
Education Fund	\$1,528,283
Operations Fund	\$418,760
Debt Service	\$29,538
Rainy Day Fund	\$1,643,477



Western Wayne Community

Western Wayne Schools' home is Wayne County, Indiana. As early settlers ventured westward, Wayne County was a vital crossroads and a hub for agricultural prosperity. The Whitewater Canal, though now a historical landmark, once pulsed with commercial activity, connecting the region to broader markets and fostering early industrial growth.

Today, Wayne County boasts a diverse economic landscape beyond its rich agricultural roots. Manufacturing plays a significant role, with industries ranging from automotive parts to machinery contributing to the local economy. Healthcare and education are also major employers, providing stable career paths and reflecting the community's commitment to well-being and learning.

Wayne County is blessed with picturesque landscapes, offering ample opportunities for outdoor recreation. From the scenic Whitewater Gorge Park with its hiking trails and natural beauty to the Cardinal Greenway, a multi-use trail perfect for biking and walking, residents enjoy a high quality of life enriched by nature.

Superintendent Qualifications and Criteria

The Western Wayne Schools board of trustees is looking for an educational leader with substantial experience as a teacher and building leader. Superintendent and central office experience is highly preferred. In addition, the next superintendent must be strong and provide the following:

- Be a leader accountable for positive student outcomes.
- Be a collaborative leader who will follow through with initiatives and seek growth in all areas of the organization.
- Be willing to be a part of the community and the face of the corporation.
- A relationship builder who will work to bring the administration, staff, students, and community together.
- Possess the ability to assess the current administrative team, grow leadership in others, and place people in the areas where they will be most successful.
- Work to create a positive culture and focus on what makes WWS attractive.
- Work closely with the board to establish a strategic direction for the corporation's future.
- Have a strong financial foundation to lead the corporation forward within its means.

The Board of School Trustees

Kris Bex, President

Jenni Risch, Vice President

Brent Fortman, Secretary

Phil Pflum, Member

Hiring Timeline

Application Window: April 28 – May 25

Initial Interviews: June 9 and 10

Successful Candidate Offered Contract: June 2025

Successful Candidate Formally Named: July 2025

The application deadline is midnight **Sunday, May 25**. All applications and supporting materials 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, or Dr. Kent DeKoninck, ISBA search consultant by email at kdekoninck@isba-ind.org or by phone at (317) 217-9136.