



School and Community Profile

The Lake Ridge New Tech Schools Board of Trustees is seeking qualified applicants for the position of Superintendent. The successful candidate will begin duties on January 1, 2026. Indiana School Boards Association search consultants Dr. Kent DeKoninck and Mr. Steve Horton are assisting with the search.

Lake Ridge New Tech Schools

Lake Ridge New Tech Schools consists of three schools (Calumet New Tech High School, Lake Ridge New Tech Middle School, and Longfellow New Tech Elementary School) serving approximately 1,550 students in grades K -12. The corporation also serves Pre-K students in the Lake Ridge Head Start Program that serves 122 children ages 3 – 5 in both full-day and part-day model options.



Lake Ridge New Tech Schools is proud of the many academic, co-curricular and extracurricular programs it offers to students. A sampling of those include:

- All schools in the district (Grades K – 12) have New Tech designations with a vibrant, relevant, and rigorous curriculum
- A \$20 million renovation scheduled to be completed in November 2025, which includes a state-of-the-art auditorium as well as a fieldhouse that will support curricular, co-curricular, and extracurricular school and community activities
- A strong visual and performing arts program with over 100 participants district wide
- An open enrollment policy that attracts students from neighboring districts

Lake Ridge New Tech Schools is also proud that:

- It serves as one of the largest employers in the community
- Many of the staff members, both certified and non-certified are graduates of Lake Ridge New Tech Schools
- It meets students where needed, offering programs to address all learners' needs, particularly with the high mobility and high poverty of the student population

Corporation Information:

Certified Staff 114

Non-certified Staff 87

Tax Rate \$2.6299 (2025 Certified Budget)

2025 School Budget (Certified):

Debt Service	\$4,173,201
Education Fund	\$14,899,694
Operations Fund	\$7,258,551
Rainy Day Fund	\$1,914,470



Lake Ridge New Tech Schools Mission, Vision, and Core Beliefs

Mission: Transforming Education, Inspiring Lives, Empowering All

Vision: Our students will be empowered to reach their dreams, strengthen their dreams, strengthen their communities, and enrich the world.

Core Beliefs:

We believe...

- Students have a right to a safe and secure learning environment
- Lake Ridge Schools are a cornerstone of our community
- In building collaborative relationships with students, parents, colleagues, and community
- In providing a supportive environment in which everyone feels valued
- In providing students with the services necessary for their physical, emotional, and mental health
- For the growth and development of our school community, social and emotional needs must be met
- Effective and responsible use of technology and innovation enables success for our school community
- All students must develop skills to articulate and communicate effectively
- In civic engagement and service to others
- In committing to every student as they grow toward mastery

Lake Ridge New Tech Schools Community

Lake Ridge New Tech Schools is located in Lake County, Indiana. The district serves students in Calumet township as well as portions of Gary. The district sits approximately 35 miles from the heart of downtown Chicago. Residents of the school community enjoy a smaller town environment while also being able to take advantage of all that the City of Chicago has to offer. Residents also take full advantage of the recreational opportunities afforded to them by proximity to Lake Michigan and parks in the tri-state area. The district also sits approximately 150 miles northwest of Indianapolis.

The major economic driver in the school community is the steel mills. There is a rich tradition of dedication and hard work by residents in the industry that promote a strong sense of pride for generations. The Hard Rock Casino also serves as a large employer in the school community and promotes tourism to the area.

Superintendent Qualifications and Criteria

The Lake Ridge New Tech Schools seeks a highly qualified and community-oriented leader. The successful candidate must have a valid Indiana superintendent's license (or ability to be licensed). In addition, the successful candidate must exhibit the following personal and professional characteristics:

- An academic leader who will work to establish an articulated and rigorous curriculum as well as a commitment to academic excellence throughout the school corporation
- Previous successful building leadership experience
- A highly visible and committed community leader
- A demonstrated ability in effective evaluation processes that set a high standard of accountability for all personnel and programs
- A strategic leader who can identify individual skills, continuing to build on a strong administrative team and organizational structure
- A clear understanding of the Board-Superintendent relationship
- A collaborative leader who will maintain, grow, and cultivate industry and community partnerships
- A proven history of evidence-based leadership practices

The Board of School Trustees

Kimberly Osteen, President

Kenneth Buckley, Vice President

Louise Neese, Secretary

David Bacon, Member

Dan Diehl, Member



The deadline for applications is midnight **October 15, 2025**. 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 Dr. Kent DeKoninck, ISBA search consultant by email at kdekoninck@isba-ind.org or by phone at (317) 217-9136. Inquiries may also be made to Mr. Steve Horton, ISBA Director of Board Services by email at shorton@isba-ind.org or by phone at (317) 229-3270.

Hiring Timeline

Application Window: September 8, 2025 – October 15, 2025

Initial Interviews: October 28, 2025 and October 30, 2025

Second Round Interviews: November 11

Successful Candidate Offered Contract: Week of November 17, 2025

Successful Candidate Formally Named at Board Meeting: Early December, 2025