

A New Chapter Begins

There is value to continuity of leadership in an organization. There are opportunities for Dover staff members to be leaders in every building. The district utilizes the Ohio Improvement Process model for strategic planning and goal setting, where both certified and classified staff can participate in building and district leadership teams. Staff members are encouraged to attend professional development sessions locally and at the state and national levels. Staff members are encouraged to hold statewide offices in their professional organizations.

The hiring of Dover's next superintendent, Karie McCrate, is an example of an investment that provides multiple benefits to our students and community. Karie is a Dover graduate who returned to Dover High School as a language arts teacher, where she immediately revived our school magazine, *The Crimsonian*, which had been discontinued years before. Her exemplary work with our students in the classroom and other areas gave her the confidence and skills to transition into the high school assistant principal role and then the DHS principal for 9 more years.

As a building leader, she built business-community partnerships to support and sponsor Project Lead the Way, a pre-engineering curriculum for high school students. She also worked closely with our Director of Special Education to create a delivery model for students with disabilities that maximized their inclusion in all classrooms, while meeting their unique learning needs. While Karie's focus on the needs of our young adults was evident in all decisions, she also had a deep sense of the history and traditions of this community. She spent many hours teaching these "Dover traditions" to our students and supervising many activities that our students will remember and talk about the rest of their lives.

Her accomplishments as assistant superintendent include securing \$2.4 million in funding over five years to develop one of four K-12 model literacy sites in Ohio; leading the implementation of the Ohio Improvement Process for the district; and leading the organization of a new 100% online learning experience for more than 400 students during the 2020 COVID-19 pandemic. She thoughtfully meets each challenge committing whatever it takes of her time and talents to ensure success.

Karie has deep roots here in Dover. It's her hometown and where she and her husband, Tim, have chosen to raise their four children. Her love for this community and drive to provide outstanding and diverse programming for our students is unmatched. From leading a classroom, to a school, to now the entire district, she knows what it takes to successfully educate students and prepare them for whatever future awaits them.

In our work together over the past 22 years, I have been blessed by her strong work ethic and commitment to doing what is best for our students. We have worked side-by-side and around the clock to address many challenges. Karie will step into the role of superintendent Aug. 1. She will lead with both heart and skill to benefit our students, staff and community for years to come. I look forward to cheering from the sidelines as Karie takes Dover to the next level of educational excellence.