



**National Association of  
School Superintendents**  
United in Common Purpose: Each Other's Success

**Neil Gupta, Ed.D.**

**Oakwood City Schools, Oakwood, Ohio**

## **INTRODUCTION**

### **Education**

#### **Doctoral Education Program (Ed.D.): Educational Leadership**

2002-2006 Ashland University Ashland, OH

Overall GPA: 4.0

#### **Masters in Educational Curriculum & Instruction**

1999-2001 Ashland University Ashland, OH

Overall GPA: 3.9

#### **Bachelor of Science in Education**

1993-1997 Miami University Oxford, OH

Secondary Education: Mathematics Instruction Overall GPA: 3.1

### **Experience**

#### **Superintendent**

2023 - Present Oakwood City Schools Oakwood, OH

- Provided clear information to help pass a two-part combined 5.75 mill operating levy and a 1.0 mill permanent improvement levy.
- Lead the district in creating a comprehensive communication and community engagement process to create a strategic plan.
- Lead the district in the areas of student achievement and growth, a safe and inclusive environment, and efficient and effective operations.
- Champion the development, growth, and evaluation of district and building administrators.
- Create partnerships with the community and organizations to advocate and provide resources and support to our schools, staff, and students.

#### **Director of Secondary Education**

2015-2023 Worthington City Schools Worthington, OH

- Led the instructional processes (master schedule, staffing requirements, schedule, learner's profile) to shift 6th grade from the elementary school to the existing three middle schools while introducing a fourth middle school to the district.
- Expanded offerings and enrollment in the Project Lead the Way STEM Engineering Program, Arts, Advanced Placement, College Credit Plus, International Baccalaureate, College Credit Plus, and Career Technical.

- Supported work with Diversity, Equity, and Inclusion in helping to train staff, engage students, and connect with families/groups.
- Served as the direct report to all middle (5) and high school (4) school principals to problem solve, evaluate, and address areas of student programming and safety.
- Oversaw the supplemental and athletic programs.

**Director of Assessment and Programs**

2014-2015      New Albany-Plain Local Schools      New Albany, OH

- Led the implementation of a comprehensive responsive-to-intervention system / multi-tiered system of supports.
- Oversaw the implementation of the PARCC assessments.
- Expanded co-curricular and extra-curricular program offerings for K-12 students.

**Director of Teaching & Learning**

2012 – 2014      New Albany-Plain Local Schools      New Albany, OH

- Led professional learning to support curriculum alignment to Ohio’s New Learning Standards.
- Facilitated the expansion of design teams to integrate the arts, STEM, and international perspectives into the elementary curriculum.
- Created vertical alignment teams across schools to allow for enhanced collaboration and curriculum planning.

**Director of Secondary Curriculum**

2005 – 2012      Ashland City Schools      Ashland, OH

- Led the implementation of the Ohio Improvement Process to create Teacher-Based Teams and common formative assessments.
- Wrote and monitored Title grants as well as state and national grants to provide professional development support, technology, and equipment to staff and students.

**Assistant Principal**

2004 – 2005      Ashland High School      Ashland, OH

**Mathematics Teacher**

1998 – 2004      Ashland High School      Ashland, OH

**Adjunct Professor**

2004 – Present      Ashland University      Ashland, OH

**AN INTERVIEW**

**Tell us about how you see today’s superintendent.**

The role of the Superintendent is the leader of the district. He/She is the champion and advocate for educating the whole child. He/She is an ambassador and servant being visible and approachable to listen and respond to the needs of the students, staff, and community. He/She is constantly learning and is the instructional leader of the school.

**What new understandings did you acquire after two or three years on the job?**

I have a new respect for the Superintendents I've worked with in the past. What may have seemed easy decisions to make are much harder to consider in navigating the political contexts. I am also realizing that competing priorities for time, money, resources, and focus – we can't do everything in education. I continue to learn the need to listen, pause to ensure clear understanding before making decisions, and communicating transparently along the process to share rationale and justification for decisions along with the final outcome.

**Share an idea to use or something you've learned with your colleagues.**

In order to organize our work and communicate it with the community, I made an official "launch" of work leading up to a strategic plan that shows the work in communicating the plan, gathering feedback, and showing openness to listen from different sources. I attached a graphic of the plan. I've received a lot of positive feedback from the community and there's energy from the staff. I plan on using this process in the future to communicate to share our story and work.

**Video**

**[Oakwood Register Article](#)**  
**[Superintendent Blog](#)**

**Submitted by:**

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**Name/Signature** **Date**