



**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 new mission, vision, and strategic plan.
- Lead the district in the areas of high quality learning, a safe and welcoming environment, and effective and transparent 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.

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 communicate transparently along the process to share rationale and justification for decisions along with the final outcome. I am better understanding the need to create systems independent of particular people, so we can remain agile. We also need to have that same mindset in how we work, educate, and prepare our students for the future.

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.

[About Us](#)

[Oakwood Register Article](#)

[Superintendent Blog](#)

Submitted by:



Name/Signature

March 24, 2025

Date