AN INVITATION TO APPLY FOR THE POSITION OF SUPERINTENDENT

OLD SAYBROOK PUBLIC SCHOOLS
Old Saybrook Public Schools Mission -
The mission of the Old Saybrook Public Schools is to educate and prepare students to achieve their highest aspirations, care for others and the environment, and contribute to a global society by working in partnership with families and the community, and by engaging each learner in a rigorous, personalized, and meaningful educational program.

Vision of a Learner -
Learners in Old Saybrook Public Schools will excel in and outside of the classroom, engage fully in the schools and the larger community, and achieve their highest aspirations.

1. Equity -
   All students will be challenged and respected, and represented throughout the district so that they will be prepared to achieve their highest aspirations in a global society.

2. High Quality Instruction -
   All students will collaborate with educators, their families, and the community to develop learning and life goals, create personalized pathways, and define opportunities for application or skills and knowledge aligned to the Vision of a Learner.

3. Safe & Supportive Environment -
   All students will engage in challenging and culturally rich school experiences that support their socioemotional development and sense of belonging.

ABOUT THE AREA
Old Saybrook, Connecticut, where the Connecticut River Meets the Sound. Old Saybrook is one of the oldest towns in the state, incorporated on July 8, 1854, with a long history dating back to 1635 when it began as an independent colony known as the Saybrook Plantation.

Old Saybrook is a community of approximately 10,000, located in Middlesex County, on the west side of the Connecticut River, 105 miles from Boston, 101 miles from New York and 45 miles from Hartford, with easy access to I-95 and Route 9.

BOARD OF EDUCATION
- Trevor Nichols, Chairman
- Karen Brodeur, Secretary
- Eileen Baker
- Steve Beeler
- Jack Cardello
- James Henderson
- Karina Julius
- Kelley Kennedy
- Jane Wisialowski

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OLD SAYBROOK PUBLIC SCHOOLS
50 SHEFFIELD STREET
OLD SAYBROOK, CT 06475

ANNOUNCEMENT OF VACANCY
The Old Saybrook Public School District seeks an outstanding educational leader for the position of Superintendent of Schools and invites qualified and interested candidates to apply.

Cooperative Educational Services Executive Searches will facilitate the search on behalf of the Board of Education. The search committee’s goal is to have the new superintendent assume responsibilities of the superintendency on or about March 1, 2024, or as soon thereafter as possible.
Qualified candidates, at minimum, are expected to meet the following general performance standards for a superintendent:

- Demonstrate leadership through empowering and inspiring others within the organization by visioning and shaping a positive and productive school and district culture;
- Work effectively with the board to formulate district policy, define mutual expectations of personnel performance, and demonstrate effective district governance to all staff, students and the community at large;
- Establish and sustain effective communications with the board, students, staff, parents and the community as a whole, including fostering beneficial relationships with the media and responding to community feedback;
- Possess knowledge about and ability to promote effective teaching techniques throughout the district and to facilitate use of instructional resources to maximize student achievement for all students;
- Demonstrate skill in developing and implementing up-to-date staff performance evaluation systems and apply ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal;
- Understand and model appropriate value systems, ethics, and moral leadership and exhibit multicultural and ethnic acumen, coordinating with social and human services, as appropriate, to help students grow and develop;
- Provide technical assistance to the board during labor negotiations and administer negotiated labor contracts effectively while keeping abreast of legislative changes affecting the collective bargaining process;
- Maintain attention on the attainment of district goals, as adopted by the board, report progress toward goal attainment on a regular and periodic basis.
- Able to gather and analyze data for decision-making and to provide recommendations to the board for effective and efficient allocation of district resources;

Exhibit:

- Strong financial and managerial background;
- Instructional leadership skills;
- Extensive experience in curriculum and instruction;
- Knowledge about Connecticut law and reform issues

**CONTRACT PROVISIONS**

Old Saybrook Public Schools District expects to offer the successful candidate a three-year employment contract based on a compensation package commensurate with the new superintendent’s qualifications, credentials, and experience. Provisions of the contract will be competitive for the region.

*Old Saybrook Public Schools District is an Equal Opportunity Employer*

Completed application packets are comprised of the following:

- Cover letter outlining qualifications for position and interest in this specific position.
- Copy of updated, complete resume which includes a chronology of work history and educational background and a preferred email address and phone contact.
- Philosophies of Leadership, Instructional Leadership, and Management (no more than one page each).
- Copy of Connecticut 093 certification or evidence of eligibility.
- Copies of transcripts for all degrees held from all granting colleges/universities.  
  *(Finalist candidates will be required to supply official transcripts.)*
- Three signed letters of reference from current or former employers and professional contacts. *(Please limit reference letters to three letters written within the past year.)*

Application packets are due via email to Cooperative Educational Services by 2 p.m. on January 4, 2024. Applications MUST be submitted as ONE PDF file and emailed to executive@cestrumbull.org. Applications will be reviewed upon receipt and interviews may be conducted on a rolling basis. Applications will be accepted until a candidate is selected, but no later than the deadline above. All inquiries related to the open position should be directed to: Dr. Charles Dumais (203-365-8801 or dumais@cestrumbull.org) or David Erwin (203-592-0142 or erwin@edadvance.org)