ANNOUNCEMENT OF VACANCY

The Regional School District 13 Board of Education, functioning as the Executive Search Committee, 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 expects the new superintendent to assume full responsibilities of the superintendency on or before Jan. 1, 2021.

REGIONAL SCHOOL DISTRICT 13 SCHOOLS
The school district is made up of six schools: one high school, one middle school, three elementaries, and a transition program for older students with special needs. The new superintendent will work with educators and community members to create an environment that promotes a desire to learn and succeed.

The mission of the school district is to prepare all learners through engagement in authentic learning and all students are empowered to thrive and contribute as global citizens. The district is committed to instilling its students with the core ethical values of respect, responsibility, kindness, honesty, and courage.

The district recently engaged in the Portrait of a Citizen process and seeks a superintendent who can lead the next phase by encouraging students to:
- Demonstrate compassion for self and others
- Think creatively and critically
- Demonstrate personal and social responsibility
- Communicate
- Collaborate

Among the qualities the district seeks in its next leader are: knowledge of regional school district budgeting in response to declining enrollment; experience collaborating with local and municipal officials; a demonstrable appreciation of social-emotional learning, well-being, project-based learning, and the HOT approach; and the ability to manage transition planning given the unique circumstances of the 2020-21 school year.

ABOUT THE AREA
The regional school district is made up of two rural towns — Durham (population approximately 7,300) and Middlefield (approximately 4,200) — near the center of the state, between Hartford and New Haven. The Coginchaug River, popular for canoeing, flows through both towns. Durham is home to one of New England’s biggest and most popular agricultural fairs in autumn and a mountainous ridge in Middlefield is home to the Powder Ridge Ski Area. Wesleyan University is located in nearby Middletown.
CANDIDATE PROFILE

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;
• Ability to gather and analyze data for decision-making and to provide recommendations to the board for effective and efficient allocation of district resources;
• Remain current with advances in curriculum, teaching, learning and assessment theories and “best practices,” including the application of technology in an educational setting;
• 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 applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal;
• Strong financial and managerial background;
• Extensive experience in curriculum and instruction;
• Knowledgeable about Connecticut reform issues;
• 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.

CONTRACT PROVISIONS

The Regional School District 13 Board of Education 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.

The Regional School District 13 Board of Education is an Equal Opportunity Employer

COMPLETED APPLICATION PACKETS ARE COMPRISSED 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 Aug. 27, 2020. Applications MUST be submitted as ONE PDF file and emailed to ExecutiveSearches@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 dumaisc@cestrumbull.org).