



Stratford Public Schools

1000 East Broadway, Stratford, CT 06615 ♦ www.stratfordk12.org

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An invitation to apply for the position of **Superintendent of Schools**

ANNOUNCEMENT OF VACANCY

The Stratford Public Schools 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 goal is to have the new superintendent assume responsibilities of the superintendency on or about July 1, 2021, or as soon thereafter as possible.

STRATFORD PUBLIC SCHOOLS

The district serves approximately 7,040 students at 13 schools — two high schools, two middle schools, and nine elementary schools. The new superintendent will work with educators and community members to create an environment that promotes a commitment to learn and succeed. The mission of the Stratford school community is

to ensure that all students acquire the knowledge, character and 21st century skills to succeed through high-quality learning experiences and community partnerships within a culture of diversity and respect. The district strives to provide for the diverse needs, interests, and abilities of all students, and staff members are accountable for maintaining an environment that promotes the total growth

and development of each learner. Key components in these goals are providing real-world opportunities to students and building strong partnerships with families and the community.

ABOUT THE AREA

Stratford is along Long Island Sound, just east of Bridgeport, and has about 51,000 residents. It is home to Sikorsky Aircraft, where the first helicopter was developed. There are beaches, forests and other outdoor recreational opportunities. Travel to New York City is an hour drive on Interstate 95 or Metro-North trains stop in town regularly.



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;
- 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;
- Instructional leadership; Extensive experience in curriculum and instruction;
- Very knowledgeable about Connecticut law and 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

Stratford 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.

Stratford 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, Education, 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 21, 2021. 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).