



NEWFAIRFIELDPUBLICSCHOOLS.ORG

New Fairfield Public Schools

3 Brush Hill Road, New Fairfield, CT 06812

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

ANNOUNCEMENT OF VACANCY

The New Fairfield Public Schools 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. The committee expects the new superintendent to assume full responsibilities of the superintendency on or before Aug. 15, 2022.

NEW FAIRFIELD PUBLIC SCHOOLS

The district is made up of four schools: a high school, middle school, elementary school and primary school. (The district is in the process of replacing an elementary and the high school with new state-of-the-art buildings.) The mission of New Fairfield Public Schools, a partnership of students, families, educators and community, is to

inspire each student to excel in attaining and applying the knowledge, skills and attributes that lead to personal success while becoming a contributing member of a dynamic global community. The district accomplishes this by creating an unparalleled learning environment characterized by:

- High expectations
- Quality instruction
- Continuous improvement
- Civic responsibility

Among the district's core beliefs are:

- Each individual is unique and has value.



- Everyone can and will learn well.
- It takes effort and persistence to achieve one's full potential.
- High expectations inspire higher level of performance.
- Honesty, integrity, respect, and open communication build trust.
- Quality education expands the opportunities for individuals and is vital to the success of the entire community.
- Educating children is a shared responsibility of the entire community.
- Family is a critical influence in each individual's development.

ABOUT THE AREA

New Fairfield is known for its excellent schools, reasonable taxes, good recreational facilities, and great commuting routes to Westchester County in New York and lower Fairfield County, Conn. Located on the New York border, New Fairfield is a community of approximately 14,000 residents, and 25.1 square miles. It is the home of Squantz Pond State Park and Candlewood Lake. It is a well known summer vacation community.

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;
- Ability to work closely with curriculum staff to foster change and improve student achievement
- 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

New Fairfield Public Schools 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.

New Fairfield Public Schools 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 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 April 21, 2022. 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) or David B. Erwin (860-567-0863 ext. 1138 or erwin@edadvance.org).