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February 13, 2025

Dear Region 12 Community,

On behalf of the Board of Education, I want to provide you with an update on our ongoing search for the next superintendent of Region 12 Schools. We are deeply grateful for the valuable input from our community members, staff, students, and stakeholders throughout this process. Your feedback has been instrumental in shaping the candidate profile, which is attached for your review and will be available on our district website.

The candidate profile reflects the priorities and qualities that our community values most in a leader, ensuring that we find the best fit for the future of Region 12. We sincerely appreciate everyone who took the time to participate in the survey and share their perspectives. Your voices have played a crucial role in guiding this important decision.

As we move forward, we are preparing to begin the interview process in early March. We remain committed to a thorough and thoughtful selection process that will bring forward the best candidate to lead our district.

Thank you for your continued engagement and support.

Sincerely,

Jenn Pote Chairperson

Region 12 Board of Education



## **Region 12 Board of Education Successful Candidate Profile**

Many of the discussions pertaining to strengths and challenges for the Region 12 School District flow into the expectations/characteristics for the next superintendent. Several of the characteristics that are present in the profile for the next superintendent build on the current strengths of the organization in addition to addressing the challenges ahead. The search team will seek a new superintendent who will understand issues facing the District. It will be important for the new superintendent to constantly foster positive energy, and must know or be willing to get to know the Bridgewater, Roxbury, and Washington communities. The new superintendent must be a good listener, be genuine, be trusted, have integrity, and build relationships that will be the driving force to all of the work in the Region 12 School District. It is vital that the new leader communicate effectively with all stakeholders, be a good listener and a team player. It is an expectation of all stakeholders that the new superintendent will be visible in the schools and in the community, be engaged and be present.

It is imperative that the new superintendent be able to manage the similarities and the differences of the three communities the Region 12 School District serves. S/he will be able to articulate a systemic communication plan that is transparent, open, and builds trust through respectful and collaborative relationships within the school and across the community. Strong visibility throughout the district is paramount among staff and students to create meaningful relationships throughout each school community.

The new superintendent will also need to have Board governance skills, make difficult decisions and must be able to put things in simple terms when explaining them. The ideal candidate will have educational administrative leadership experience and be a strong instructional leader. A critical characteristic of the new superintendent is that s/he MUST be approachable and be a people person.



## **The Region 12 Board of Education Seeks a Superintendent Who Is:**

### **A visible and accessible leader who:**

- understands the current issues and activities in the schools and shows interest in community affairs.
- will be visible in the schools and in the community, be engaged and present.
- maintains, strengthens, and expands the existing partnerships between the three town governances.

### **An innovator and developer who:**

- motivates, leads, and guides people to implement the vision/mission statement and strategic plan of the school system.
- inspires, motivates, supports, and empowers the staff/principals to lead change with transparency.
- attracts, leads, evaluates, and retains an effective team of administrators and staff.

### **A collaborator and consensus builder who:**

- views the community/school relationship as a partnership and demonstrates the ability to involve the communities in the development and implementation of goals.
- seeks and sustains professional and collaborative relationships with Board Members based upon commonly agreed goals.
- demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence and empathy.

### **A communicator and active listener who:**

- possesses excellent people, organizational, and communication skills. Communication will be informative, transparent, and provided to all stakeholders in a variety of formats.
- seeks and sustains professional and collaborative relationships with Board Members based upon commonly agreed goals.
- fosters trust and respect among the Board, staff, and community by listening, being decisive and courageous.

### **An experienced educator and leader who:**

- provides students with high-quality educational experiences that lead to successful futures.
- can successfully enhance the district's reputation for excellence in academics, programs, activities, athletics and the arts.
- is accountable and holds others accountable.