

Steve Nolan
Superintendent of Schools
Waldoboro, ME 04572

As a passionate and results-oriented educator, I am driven by a strong belief that every student deserves the opportunity to reach their fullest potential. My “why” is centered on empowering educators, fostering inclusive learning environments, and ensuring that every student, regardless of background, feels valued and supported. With over 20 years of experience in educational leadership, I am committed to creating a collaborative culture that prioritizes growth, innovation, and excellence in education.

PROFESSIONAL EXPERIENCE

Superintendent of Schools 2014 - Present
Regional School Unit 40 - Union, ME

- Leading a district of 7 schools serving 1,750 students and 400 staff members focused on the district’s mission to graduate all students with the skills, knowledge, and understandings needed for success in the 21st century
- Guiding the district through a curriculum development process utilizing Understanding by Design, fostering a culture of collaboration, innovation, academic success, and alignment with the core belief that all students can excel in a supportive environment
- Developing a data dashboard to provide data visualization at district, school, grade, and student levels
- Collaborated with the school board, staff, parents, and community members to build a shared vision of the district’s future
- Collaboratively developed a comprehensive education plan focussed on student learning, personnel development, finance, and facilities
- Identified building renovation priorities, submitted capital construction applications for two schools, and completed renovations as funding permits
- Introduced professional development programs designed to empower teachers and staff with a focus on student-centered learning
- Improved student learning through capacity building, actionable data, positive engagement, strategic partnerships, and shared responsibility
- Developed community partnerships that foster safety, wellness and authentic learning opportunities for students
- Established a Pre-K program and recently expanded Pre-K programming to better meet the needs of the community
- Implemented the Second Step program, positive reinforcements, and restorative practices to support social and emotional learning
- Expanded 1:1 technology K-12 to better support student learning through instructional technology

- Developed and implemented the Lifelong Individualized Functional Education (L.I.F.E.) program to support 18-22 year old students with disabilities in developing functional life skills that will help them transition into adulthood and become more independent

Principal and Assistant Principal

2004 - 2014

Lincoln Middle School - Portland, ME

- Developed a master schedule to support professional learning communities, fostering teacher collaboration with curriculum, instruction, assessment, interventions, and extensions
- Led a team of teachers in aligning instructional strategies with district priorities, resulting in measurable increases in student engagement and academic performance
- Supported service learning projects focused on problem solving, critical thinking, and inclusivity, guided by the belief that education is about igniting curiosity and fostering lifelong learning
- Collaborated with teachers to build a geodesic dome to provide a self-sustaining living classroom to support experiential learning opportunities for students
- Fostered partnerships with local organizations to create real-world learning experiences that reinforced connecting students with their broader community

Mathematics Teacher

Mt. Ararat Middle School - Topsham, ME

2000 - 2004

Lewiston High School - Lewiston, ME

1997 - 2000

Merrymeeting Adult Education - Topsham, ME

1997 - 2004

Hall-Dale Middle School - Farmingdale, ME

1996 - 1997

Los Gatos High School - Los Gatos, CA

1993 - 1996

EDUCATION

Certificate of Advanced Study in Educational Leadership - 3.96 GPA

2014

University of Southern Maine - Portland, ME

Master of Science in Educational Leadership - 3.94 GPA

2002

University of Southern Maine - Portland, ME

Bachelor of Science in Economics

1989

Santa Clara University - Santa Clara, CA

Associate in Arts in Liberal Studies

1986

De Anza College - Cupertino, CA

PROFESSIONAL AFFILIATIONS & CERTIFICATION

- Maine School Superintendents Association
 - AASA, The School Superintendents Association
 - New England School Development Council
 - State of Maine Superintendent of Schools Certification (010)
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SKILLS

- Strategic Planning & Visionary Leadership
 - Building and Aligning a Shared Vision
 - Collaborative Decision-Making
 - Curriculum Development & Instructional Leadership
 - Community Engagement & Stakeholder Collaboration
 - Data-Driven Instruction & Accountability
 - Staff Development & Capacity Building
 - Budget Management & Resource Allocation
 - Organizational Transformation and Development
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