



# Woodbridge Board of Education

## SUCCESSFUL CANDIDATE PROFILE

### INTRODUCTION

In April 2025, Christine Syriac, Consultant from New England School Development Council (NESDEC) facilitated the administration of a community survey in coordination with Woodbridge's Central Office. In all seventy-nine people participated in the survey. The respondents included parents, community members, administrators, faculty, and staff. The information gathered through the outreach process was used as the basis to detail the qualities, characteristics, skills, knowledge, and experiences desired in a new Superintendent and to identify the pressing challenges ahead of him or her.

The Search Committee subsequently reviewed and analyzed the input collected. This information was used to develop the *Successful Candidate Profile*. The *Successful Candidate Profile* will be used to guide the interview and selection process for the search for our new Superintendent. It might also be useful in guiding the successful candidate into the first year of service.

The Woodbridge Board of Education wishes to thank all stakeholders who took the time to participate in the needs assessment process. The Board looks forward to using the valuable insights gained through the needs assessment as candidates are considered for the position of Superintendent.

Respectfully submitted,

Woodbridge Board of Education

Lynn Piascyk, Chair   Steven Lawrence, Vice Chair   Sarah Beth Del Prete, Secretary  
Dr. Jay Dahya, Dr. Lauren Francese, Brooke Hopkins, Jeff Hughes, Dr. Michael Strambler, Erin Williamson



# WOODBRIDGE BOARD OF EDUCATION

## SUCCESSFUL CANDIDATE PROFILE

The Woodbridge Board of Education seeks candidates who are experienced and successful educational leaders of the highest character and who demonstrate competence in all aspects of the job of Superintendent of Schools. To ensure the selected candidate has the necessary attributes to succeed, the Board of Education conducted a Community Needs Assessment. Participants were asked to provide their thoughts on the qualities, characteristics, skills, knowledge, and experience desired in a new Superintendent of Schools, and the pressing tasks and challenges ahead. The valuable information gathered through this process was used to create the following Woodbridge School District *Successful Candidate Profile*.

### **The Woodbridge Board of Education Seeks a Superintendent Who Demonstrates:**

- passion and commitment to the uniqueness of Woodbridge. The Superintendent is visible and engaged in all aspects of the school community, is aware of current issues and activities in the schools and shows interest in community affairs. It is expected that the existing partnership between town governance and the district shall be maintained, strengthened further, and expanded. The Woodbridge BOE is seeking a Superintendent who will be resolute and enthusiastic about leading the district into the foreseeable future.
- excellent people skills and is a genuine collaborator who understands how and when to engage stakeholders in decisions and processes. The Superintendent will involve the school community in developing and implementing goals and view the community/school relationship as collaborative. The Superintendent shall be a communicator who values and employs effective communication strategies, leads by example, and understands that communication is both generative and receptive. Both verbal and written communication skills are paramount. Communication will be informative, transparent, and provided to all stakeholders, all meant to foster a positive district and community culture.
- strong commitment to leading the effort to define and deliver an effective, consistent education program focused on the needs of modern learners from all backgrounds and ability levels. The successful candidate has an appreciation for the diverse academic and social-emotional needs of students and understands the development and implementation of support, intervention, and extension strategies to meet student needs.
- strong personnel management practices with the ability and insight to recruit and retain high quality staff. The Superintendent will motivate, lead and guide people to implement the vision/mission statement and strategic plan of the school system. The Superintendent understands the value of meaningful and engaging professional learning to support staff in their growth and development.
- effective communication regarding budgetary issues with the Board of Education, staff, community, and local municipal officials and has a clear understanding of federal, state, and local funding issues. The Superintendent has a strong working knowledge of school finance, including budget development and management.



## ***Pressing Tasks and Challenges for Our New Superintendent***

While it is an expectation that the new Superintendent will create an entry plan that acquaints the new superintendent with people, processes, policies, politics and programs in our school district, community input provided the search committee with pressing tasks and challenges for the new Superintendent. Based on this feedback from key stakeholders in our school community, candidates for Superintendent must demonstrate the ability to:

- Develop relationships of trust and working partnerships with all members of the Woodbridge community. The superintendent is expected to motivate and lead the district through modeling expectations.
- Utilize the talents and expertise of the existing administrative/instructional staff to assist in the effective operations of the district while taking time to examine the scope and causes of the reported turnover of staff and develop a plan that recruits and retains highly qualified staff. By establishing clear expectations for performance, the Superintendent will then place trust in the team to each effectively fulfill respective responsibilities.
- Listen and learn (through engagement with the wider community) about the history and the present of the Woodbridge community including shared understandings, competing perspectives, points of pride and frustration. The ongoing conversations about increasing enrollment, space issues and aging infrastructure being one example.
- Demonstrate expertise in curriculum development and instructional leadership. Stakeholders want to continue providing students with high quality educational experiences that lead to successful futures. They believe that greater achievements and additional opportunities are possible.