

DR. Thomas J. Ambrose

PROFILE

Dr. Thomas J. Ambrose is a seasoned superintendent and district-level leader with extensive experience guiding K–12 school systems through fiscal stabilization, instructional improvement, organizational change, and leadership transitions. He has a proven record of managing budgets exceeding \$40 million, leading large-scale district reorganizations that generated multimillion-dollar annual savings, and improving student achievement—particularly in literacy and mathematics. Dr. Ambrose is known for steady, collaborative leadership, data-informed decision-making, and the ability to align boards, staff, and communities around shared goals that strengthen educational outcomes and ensure long-term district sustainability.

PROFESSIONAL EXPERIENCE

Interim Superintendent | 2025–2026

RSU 40 – Union, Waldoboro, Warren, Washington, Friendship, ME

Dr. Ambrose currently serves as Interim Superintendent, providing stability and strategic leadership during a period of transition.

- Managed a district budget exceeding \$40 million while maintaining fiscal integrity and instructional priorities
- Designed and implemented a comprehensive entry plan to assess district needs, systems, and culture
- Navigated complex personnel matters with professionalism and adherence to legal and contractual obligations
- Led the hiring, onboarding, and support of a new central office leadership team
- Collaborated with staff to strengthen curriculum alignment and instructional practice
- Improved district culture through collaboration, transparency, and shared leadership
- Supported the development and mentoring of new central office administrators
- Oversaw complex, high-cost special education placements
- Conducted system-level assessments in finance, staffing, instruction, and special education and provided actionable recommendations
- Ensured continuity of operations and leadership stability during transition

Superintendent | 2017–2025

Sanborn Regional School District – Kingston, Newton, NH

As Superintendent, Dr. Ambrose led the district through significant fiscal and organizational change while advancing instructional outcomes.

- Directed a \$41 million district budget, ensuring fiscal stability while advancing district priorities
- Led a comprehensive district reorganization through transparent communication,

stakeholder engagement, and data-driven analysis, resulting in more than \$8 million in annual savings

- Reallocated existing resources to fund districtwide K–12 literacy and mathematics interventions without increasing the operating budget
- Led districtwide K–12 curriculum alignment, establishing consistent instructional expectations and coherence across schools
- Successfully negotiated multiple collective bargaining agreements for teachers, administrators, and support staff
- Oversaw the sale of a historic district building (constructed in 1883) that had remained on the market for more than 15 years
- Significantly improved student achievement in reading and mathematics across multiple grade levels

Assistant Superintendent | 2015–2017

RSU #52 – Leeds, Greene, Turner, ME

- Led districtwide curriculum and instructional improvement initiatives
- Managed federal grants and ensured compliance with reporting and accountability requirements
- Facilitated professional development for district staff
- Collaborated with the district leadership team on policy development, budgeting, and strategic planning

Principal | 2010–2015

Morse Street School, RSU #5 – Freeport, ME

- Implemented the Teachers College Readers and Writers Workshop model
- Increased student reading achievement by more than 25 percent
- Established a Professional Learning Community (PLC) model to strengthen instructional collaboration and shared responsibility

Principal / Guidance Counselor | 2009–2010

Lafayette Elementary School – Sanford, ME

- Collaborated with faculty to identify and address the academic, social, and emotional needs of students
- Facilitated the development of building-wide and individual staff goals
- Implemented systems that supported creativity, innovation, and continuous improvement

Guidance Counselor | 2007–2009

Scarborough High School – Scarborough, ME

- Managed a caseload of more than 400 students
- Served as Advanced Placement (AP) Coordinator
- Supported the implementation of Response to Intervention (RTI) practices

Guidance Counselor | 2003–2007

MSAD #57 – Massabesic Junior High School, Waterboro, ME

- Provided individual counseling services to more than 330 students
- Developed and maintained the school master schedule

Guidance Counselor | 2002–2003

MSAD #35 – Marshwood High School, South Berwick, ME

- Provided academic and crisis counseling services to high school students

Music Instructor | 1996–2009

Portsmouth, NH & Portland, ME

- Designed individualized music curriculum aligned to students' learning styles and

needs **PROFESSIONAL AFFILIATIONS**

- New Hampshire Superintendents Association
- Maine School Superintendents Association

EDUCATION

Northeastern University – Boston, MA

Doctor of Education, 2024

Concentration: Educational Leadership

University of Southern Maine – Gorham, ME

Certificate of Advanced Graduate Study, 2010

Educational Leadership

University of Southern Maine – Gorham, ME

Master of Science, 2000

School Counseling

University of Southern Maine – Gorham, ME

Bachelor of Music, 1997

Music Performance

SPECIAL INTERESTS

Yoga • Snowboarding • Mountain Biking • Reading • Music