



AN INVITATION TO APPLY FOR THE POSITION OF
Superintendent of Schools

Regional School District #19



Application Deadline: July 1, 2026

Announcement of Vacancy

Regional School District #19 (RSD19) 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 of Education. The search committee's goal is to have the new Superintendent assume the responsibilities on **November 1, 2026**.

Contract Provisions

Regional School District #19 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.

Regional School District #19 is an Equal Opportunity Employer.

Completed Application Packets:

- 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.
- 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 July 1, 2026. 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) 530-0232 or dumaisc@cestrumbull.org or David Erwin, (860) 567-0863 x1138 or erwin@edadvance.org.

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;
- Possess knowledge about and ability to promote effective teaching techniques throughout the district and to facilitate the 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 apply ethical, contractual, and legal requirements for personnel selection, development, retention, promotion, and dismissal;
- 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, and report progress toward goal attainment regularly and periodically;
- Able to gather and analyze data for decision-making and to provide recommendations to the board for effective and efficient allocation of district resources.

Exhibit:

- Strong financial and managerial background;
- Instructional leadership skills;
- Extensive experience in curriculum and instruction;
- Knowledge about Connecticut law and reform issues.
- Exhibit commitment to Equity, Diversity, and Justice





A Community Grounded in Excellence

Edwin O. Smith High School is a community of learners dedicated to academic excellence, personal achievement, and integrity. Students are encouraged to respect and learn from differences to become self-directed learners who demonstrate a sense of responsibility to contribute as literate members of an interdependent world.

Inspiring Purposeful Learning & Growth

EO Smith’s vision centers on creating passionate learners who actively engage in the process of acquiring knowledge to independently find and apply a deeper understanding to themselves and new situations they encounter. EO Smith graduates will be prepared to work collaboratively with others to find solutions to face the challenges of the future with creative thought and purpose.

Developing the Vision of a Graduate

The Vision of a Graduate at EO Smith reflects the district’s commitment to preparing students for success in college, career, and life. Graduates are developed as problem solvers, critical thinkers, communicators, active citizens, and lifelong learners who demonstrate curiosity, integrity, personal responsibility, and content literacy. Through rigorous academics and meaningful experiences, students build the skills necessary to analyze information, communicate effectively, work collaboratively, and apply knowledge across a variety of real-world settings.

Commitment to Equity, Diversity & Justice

The Region 19 Board of Education’s Equity, Diversity, and Justice Committee is committed to fostering inclusive, equitable, and culturally responsive learning environments where all students, staff, and community members are valued and supported. The committee’s guiding principles emphasize respect, belonging, access, opportunity, and the importance of creating systems that promote fairness and understanding throughout the school community.

Additional information regarding the committee’s work and guiding principles:
<https://bit.ly/EOSEquityJustice>

Commitment to the Region 19 Statement of Equity, Diversity and Justice Guiding Principles PDF:

<https://bit.ly/EOSGuidingPrinciples>



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