



Killingly Public Schools
Great Things Happen Here!

AN INVITATION TO APPLY FOR THE POSITION OF
Superintendent of Schools
Killingly, CT



Application Deadline: July 16, 2026

Announcement of Vacancy

Killingly Public Schools (KPS) 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

Killingly Public Schools 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.

Killingly Public Schools 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 16, 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.





Board of Education

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Mission

It is the mission of the Killingly Public Schools to improve the quality of life and self-esteem of all students.

It will do so by:

1. Creating and maintaining an enthusiastic educational environment;
2. Challenging all students to achieve their highest potential;
3. Fostering respect for human differences;
4. Adjusting to an ever-changing world; and
5. Maintaining a partnership with the community.

Goals and Functions

The Killingly Board of Education shall develop and maintain a complete system of public education opportunities in accordance with the law and the best interests of the town.

Philosophy

The Killingly Board of Education believes that in our democratic society each person, without exception, is an important resource to our nation. We further believe that it is the primary function of our schools to develop this resource to the greatest extent possible.

Our schools must provide challenges and experiences which continually foster the development of students' academic competencies, interests, abilities, and attitudes. Equipped with motivation, skills, knowledge and values, individuals will be prepared to realize personal success and responsible citizenship.

The Board believes that the educational process in our schools should be supported by educators, students, parents/guardians, and the entire community, for a commitment to today's education is a commitment to society's future.

