



AN INVITATION TO APPLY FOR THE POSITION OF

Superintendent of Schools

Salem, CT



Application Deadline: November 12, 2026

Announcement of Vacancy

Salem School District (SSD) 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 or before **March 1, 2027**.

Contract Provisions

Salem School District expects to offer the successful candidate a three-year 0.45 FTE employment contract based on a compensation package commensurate with the new Superintendent's qualifications, credentials, and experience. Annual compensation is \$105,000 - \$123,500.

Provisions of the contract will be competitive for the region.

Salem School District 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 with 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 November 12, 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 envisioning 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 effectively 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.
- 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, including demonstrated experience developing, presenting, and administering public school budgets;
- Instructional leadership skills;
- Extensive experience in curriculum and instruction;
- Knowledge about Connecticut school law.





Board of Education

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Mission

Salem inspires learning, creativity, critical thinking, personal integrity, and citizenship.

Salem Board of Education Values

Collaboration: We achieve more when we all work together as a cohesive team to provide excellent educational services and foster a thriving staff and community.

Respect: We value everyone and treat others with dignity and professionalism. We seek to be open minded in modeling working toward a common goal, demonstrating courtesy and kindness, inquisitiveness, and mindfulness, and therefore building trust.

Leadership: We seek to demonstrate leadership through our belief in our purpose, taking full responsibility in carrying out our role, being optimistic, valuing others' opinions and having confidence in our own, and fostering the growth of others. We encourage the leadership development of each individual Salem student and staff member.

Ethical Culture: We will act with uncompromising honesty and integrity in everything we do. We will build trust through responsible actions and honest relationships.

Safe Learning Environment: We commit to ensuring a safe environment for students and staff.

Excellence: We seek excellence in all aspects of the Salem School District, fostering an open and innovative culture, always focused on students' joy of learning and achievement.

Advocacy: We recognize our responsibility to advocate for the legislation, resources, and conditions to carry out our vision and mission.

