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# AN INVITATION TO APPLY FOR THE POSITION OF

# SUPERINTENDENT OF SCHOOLS

# REGIONAL SCHOOL DISTRICT #10



# ANNOUNCEMENT OF VACANCY

Regional School District #10 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 responsibilities of the superintendency on or about **July 1, 2025**, or as soon as possible thereafter.

## BOARD OF EDUCATION

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## ABOUT REGION #10

Established in 1962, Regional School District #10 serves the Connecticut towns of Burlington and Harwinton. Our district, as a whole, is comprised of 2,100 students within four schools: Lewis S. Mills High School, Har-Bur Middle School, Lake Garda School and Harwinton Consolidated School. Our schools are well-regarded for strong academic programs which meet the needs of a diverse student body. Region #10 has a close-knit community feel and a supportive and collaborative environment for students, staff, and families. Burlington and Harwinton have a blend of rural charm with suburban conveniences in nearby towns such as Avon, Farmington and Torrington, and is an attractive place to live for its growing population.



## REGIONAL SCHOOL DISTRICT #10, CORE VALUES

**Perseverance:** All learners will continuously improve, overcoming setbacks, to maximize their potential.

**Respect:** All learners will develop an appreciation for a diversity of voices and perspectives in an increasingly complex world.

**Integrity:** All learners will consistently reflect on their behaviors to act with honesty, holding themselves to high ethical standards.

**Discipline:** All learners will achieve when held to high standards of academic excellence.

**Engagement:** All learners will develop skills to be productive in varied communities.

**Region 10's Vision of the Graduate encompasses the qualities of an inquisitive learner, innovative leader and responsible citizen.**





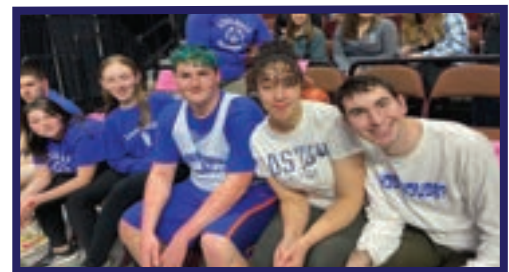
# CANDIDATE PROFILE

Qualified candidates, at minimum, are expected to meet the following general performance standards for superintendent:

- Demonstrate leadership through empowering and inspiring others within the organization by envisioning and shaping a positive and productive school and district culture
- Work constructively with the board to formulate district policy, define mutual expectations of personal performance, and demonstrate exemplary district governance to all staff, students and the community at large
- Establish and sustain open and collaborative communication with the board, administrators, staff, students, families and the community as a whole, while cultivating beneficial relationships with the media and responding to community feedback
- Possess current knowledge about and ability to promote effective teaching techniques throughout the district and to facilitate the use of instructional resources to maximize 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 flourish
- Provide technical assistance to the board during labor negotiations and administer negotiated labor contracts successfully while keeping abreast of legislative changes affecting the collective bargaining process
- Actively support the attainment of district goals, as adopted by the board, and report progress toward goal attainment regularly and periodically
- Gather and analyze data for decision-making and to provide recommendations to the board for effective and efficient allocation of district resources with a fiscally responsible mindset
- Actively engage with the school community by attending and participating in campus events, establishing a visible and approachable leadership presence

## Candidates must exhibit:

- Strong financial and managerial background
- Extensive experience in curriculum and instruction
- Instructional leadership skills
- Knowledge about Connecticut laws and reform issues



## CONTRACT PROVISIONS

Regional School District #10 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 #10 is an Equal Opportunity Employer.*



## COMPLETED APPLICATION PACKETS ARE COMPRISED OF THE FOLLOWING:

- Cover letter outlining qualifications for position and interest in this specific position
- Copy of updated resume which includes a chronology of work history and educational background and a preferred email address and phone number
- 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 to three reference letters written within the past year



Application packets are due via email to Cooperative Educational Services **by 2 p.m. on March 27, 2025**. Applications **MUST** be submitted as ONE PDF file and emailed to [executivesearches@cestrumbull.org](mailto: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, (2023) 530-0232 or [dumaisc@cestrumbull.org](mailto:dumaisc@cestrumbull.org) or David Erwin, (860) 567-0863 x1138 or [erwin@edadvance.org](mailto:erwin@edadvance.org).