

# AN INVITATION TO APPLY FOR THE POSITION OF SUPERINTENDENT



**WETHERSFIELD PUBLIC SCHOOLS**



# ANNOUNCEMENT OF VACANCY

Wethersfield Public Schools 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 thereafter as possible.



## WETHERSFIELD PUBLIC SCHOOLS MISSION

A nine-member Board of Education oversees the Wethersfield Public Schools. In 2023, the Board, along with key administrators, created and adopted a new and innovative Strategic Plan, which encompasses three priorities to improve student and family outcomes and to ensure that each student engages in personalized learning opportunities in an inclusive environment. They are -

**EMPATHY:** Build a positive, empathetic, and safe community and increase effective communication.

**ACHIEVEMENT:** Focus on student achievement through implementation of innovative, inclusive instruction and evidence-based practices.

**EQUITY:** Deliberately identify inequities in our policies and practices that impact our community, and change structures to ensure equitable outcomes for all, by specific characteristics, and specifically by race.

Wethersfield Public Schools has also adopted a Vision of the Graduate for its students that demonstrates a commitment to growth, lifelong learning and the use of knowledge and skills beyond the walls of the school. The main goals of this Vision include mastery as: a Communicator, Problem Solver, and Collaborator.

## ABOUT THE WETHERSFIELD COMMUNITY

Located in central Connecticut, along the banks of the Connecticut River, Wethersfield is a diverse community of 27,800 residents that is devoted to preserving its authentic New England heritage with the largest historic district in Connecticut, nearly 390 years in the making and being “Ye Most Ancient Towne” in Connecticut. In addition to its deep historical roots, Wethersfield has a wonderful mix of cultural assets, traditions, housing, parks, small businesses and community organizations, with a Niche Ranking of #10 in Best Places to Live in the Hartford Area, including #8 for Best Suburb for Young Professionals. Wethersfield Public Schools (WPS) has 7 schools (Pre-K through 12th grade), encompassing approximately 3,584 students, and celebrates over 40 different languages spoken in its schools, and it continues to see its population become more ethnically, racially, and religiously diverse. Wethersfield's high school is a central connection to the overall community that emanates with positive energy and activity with over 40 clubs, music/arts activities, and robust sports teams, including CCC League Champions in Girls and Boys Swim, Girls Soccer, Baseball. WPS participates in the Open Choice Program and CREC, and has robust community partnerships with the Richard M. Keane Foundation, Wethersfield Police Athletic League, Wethersfield Education Foundation and the Wethersfield Historical Society.

**WETHERSFIELD PUBLIC SCHOOLS, 127 HARTFORD AVENUE, WETHERSFIELD CT 06109**

### BOARD OF EDUCATION

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## 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 district 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 executing 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 youth services, as appropriate, to help students grow and develop;
- Provide technical assistance and district information to the board during labor negotiations and administer negotiated labor contracts effectively while keeping abreast of Town of Wethersfield budget/finances, and legislative changes affecting the collective bargaining process;
- Monitor and stay informed about federal and state legislative changes that impact curriculum, student rights, and program funding to ensure compliance and proactive adaptation to new requirements
- Maintain attention to 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;
- Advocate for the district and expand collaboration with Town Council, town employees, and state elected officials to increase transparency and understanding of district priorities and fiscal management.

Exhibit:

- Strong financial and managerial background;
- Leadership style inclusive of strong decision-making skills;
- Collaboration skills;
- Extensive experience in curriculum and instruction;
- Knowledge of Connecticut law and reform issues;
- Strong communication skills;
- Ability to bring together stakeholders on school logistics and building renovations.

## CONTRACT PROVISIONS

Wethersfield 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.

*Wethersfield Public Schools 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, 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 **February 12, 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, (203) 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).