Search Committee

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APPLICATION PROCEDURE
Completed application packets are comprised of the following:
• Cover letter outlining qualifications for position and interest in this specific district
• 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 two years.)
• Candidates selected for interviews may also be required to complete an application form provided by the school district

Completed application packets are due to the Cooperative Educational Services office in Trumbull, CT on or before Friday, January 31, 2014 at 2:00 pm EST. Application packets MUST be submitted as a single electronic PDF file and emailed to executivesearches@ces.k12.ct.us.

All inquiries related to applying for the position of Hamden Superintendent of Schools should be directed to Tom Jokubaitis (203-910-5743) or Jim Ritchie (203-313-9544), C.E.S. Executive Search Consultants.

COMPENSATION
The Hamden Board of Education 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 with comparable local and regional school districts.
ANNOUNCEMENT OF VACANCY

The Hamden Board of Education, functioning as the Executive Search Committee, seeks an outstanding educational leader for the position of Superintendent of Schools and invites qualified and interested candidates to apply. The Executive Search Committee will be assisted in the superintendent search process by C.E.S. Executive Search Consultants Tom Jokubaitis and Jim Ritchie. The Search Committee expects to select the new superintendent in the spring of 2014 and anticipates that he/she will assume the position of superintendent on or before July 1, 2014.

ABOUT THE DISTRICT AND COMMUNITY

The Town of Hamden is located in south-central Connecticut, and is a racially, ethnically and economically diverse community of over 57,000 residents. Currently, just under 6000 students are enrolled in Hamden Public Schools. The system is made up of eight elementary schools for students in grades Kindergarten through grade 6, one middle school for grades 7 and 8 students, and one high school for students in grades 9 through 12. Hamden Public Schools also has a preschool program and an alternative school for secondary students.

OUR VISION:

We envision a professional learning culture wherein all members of the school community consistently put the needs of students first and foremost. In such a community, the exclusive focus of all our efforts will be to increase the achievement levels of all students, while simultaneously expanding the knowledge bases of all adult members of the school community.

OUR MISSION STATEMENT:

The mission of the Hamden Public Schools is to ensure all our students learn to the best of their potential each and every day they are entrusted to our care.

OUR DISTRICT GOAL:

To eliminate the racial and socioeconomic disparities in achievement across all domains while significantly improving all students’ performance

THEORIES OF ACTION:

• Theory of Action I: If we ensure that the data team process focuses on the impact of adult actions then teaching will improve and student learning will increase.
• Theory of Action II: If we guarantee that a rigorous curriculum is provided to all students through effective strategies then teaching will improve and student learning will increase.
• Theory of Action III: If the belief that “All Means All” is non-negotiable, then effective teaching interventions and supports will be systematically implemented at the individual, class, school and district level and student learning will increase.
• Theory of Action IV: If we create a systematic parent engagement policy, all parents will be informed and empowered to actively engage in their children’s education.

CANDIDATE PROFILE

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

• Superintendent experience or significant experience at the central office level.
• An understanding of teaching and leading at the school level.
• An understanding of cultural and socio-economic diversity and how this impacts teaching and learning.
• A record of raising student achievement.
• Recognized ability to maintain positive relationships in a climate of trust.
• Ability to recruit and maintain high performing personnel.
• A candidate’s personal qualities and expertise are more important than educational background.
• Knowledge of curriculum development and current curriculum initiatives (Common Core) as well as related teaching and instruction procedures.
• Knowledge and skill in faculty relations and development; including building effective teams, conflict resolution, expressing appreciation for accomplishments, building trust, and personnel management.
• Strong communication skills; an ability to speak effectively to a variety of audiences, good presentation skills, and a willingness to advocate for the school district at the local, state and federal levels.
• Ethical and trustworthy; approachable and friendly; communicates effectively with all constituents/stakeholders.
• A good problem solver and decision maker; thoughtful, reflective, not quick to judge.
• A strong desire to work in Hamden.
• A solid understanding of budget development and administration and how to focus financial resources on students.
• An understanding of enrollment patterns and the impact of localized enrollment changes on student learning.

www.hamden.org