

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 April 26, 2013 at 2:00 pm EST. Application packets MUST be submitted as an electronic file and emailed to executivesearches@ces.k12.ct.us.

All inquiries related to the open position should be directed to: Tom Jokubaitis, Lead Consultant, 203-910-5743 or Salvatore Corda, Lead Consultant, 203-515-9816.

CONTRACT PROVISIONS

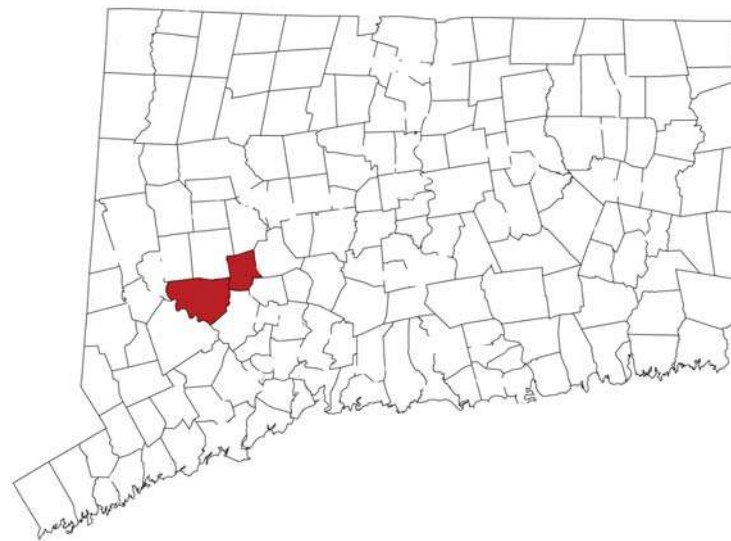
The Region 15 Board of Education expects to offer the successful candidate a three-year employment contract based on a compensation package commensurate with the new superintendent's qualifications, credentials, and experience. Provisions of the contract will be competitive with comparable local and regional school districts.

Board of Education

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www.region15.org

POMPERAUG REGIONAL SCHOOL DISTRICT 15



*An invitation to apply for the position of
Superintendent of Schools*

286 Whittemore Road P.O. Box 395

Middlebury, CT 06762



ANNOUNCEMENT OF VACANCY

The Region 15 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 Salvatore Corda. The Search Committee expects to select the new superintendent in the spring and anticipates that he/she will assume full responsibilities of the Region 15 superintendency on a mutually acceptable date.

ABOUT THE SCHOOL DISTRICT AND COMMUNITY

As the largest regional school district in Connecticut, the Pomperaug Regional School District 15 is responsible for educating more than 4,100 students from Middlebury and Southbury, CT.

The mission of Region 15, a collaborative community committed to excellence, is to educate every student to be productive, ethical, and engaged in a global society through proven and innovative learning experiences supported by its strong community whose decision-making is based on the best interest of all students.

Region 15 schools offer an academically rigorous curriculum, individual and team athletics programs that build a student's self-confidence and competitive spirit, and myriad performing and visual arts programs that have been honored at local, state and national levels.

Region 15 has one high school (Pomperaug High School), two middle schools (Memorial Middle School and Rochambeau Middle School), four elementary schools (Gainfield, Long Meadow, Middlebury, and Pomperaug Elementary School) and a central office.

SOUTHBURY AND MIDDLEBURY

On December 16, 1968, Pomperaug Regional School District 15 was formed with Middlebury and Southbury schools. Interstate 84 runs through both towns, which are located just west of the city of Waterbury. Both communities are located within easy commuting distance to the urban areas of Waterbury, Hartford, Danbury, New Haven, and Bridgeport.

Southbury's population is approximately 20,300. Connecticut Magazine (Nov. 2011) ranked Southbury in the top 10 of CT medium-sized towns.

Middlebury has a population of approximately 7,450. It is located on the western border of Waterbury. Connecticut Magazine (Mar. 2010) ranked Middlebury Number One of CT small towns for Education.

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, safe 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;
- Ability to gather and analyze data for decision-making and to provide recommendations to the board for effective and efficient allocation of district resources;
- Remain current with advances in curriculum, teaching, learning and assessment theories and "best practices," including the application of technology in an educational setting;
- Budget experience and demonstrated business sense.
- Possess knowledge about and ability to promote effective teaching techniques throughout the district and to facilitate 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 applying 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 multi-cultural 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; and
- Maintain attention on the attainment of district goals, as adopted by the board, report progress toward goal attainment on a regular, prescribed and periodic basis.