



Waterbury Public Schools

Today's Students, Tomorrow's Leaders

WATERBURY PUBLIC SCHOOLS SEEKS SUPERINTENDENT

236 Grand Street • Waterbury, CT 06702



About Waterbury Public Schools

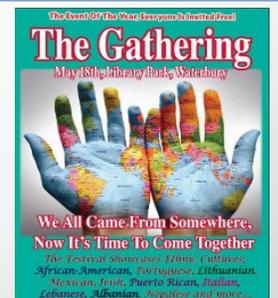
The Waterbury Public School system consists of 34 schools and programs which educate our 19,000 students. The 1,700 professional staff and over 1,000 support staff lead the next generation of emerging leaders, in their pursuit to find answers to critical questions and gain knowledge. The diversity of our students is our greatest asset and a source of enormous pride, with 54% being Hispanic, 22.5% African American, 18% Caucasian and 5.5% of students who identify as other nationalities. Our district is highlighted by neighborhood schools and district wide Pre-K programs that support kindergarten preparedness. We are home to a state of the art Career Academy, a Magnet School of Excellence, comprehensive high schools with rigorous academic offerings, intensive social and emotional support programs and nationally recognized teachers. We offer a variety of student clubs and activities united by culture and innovation, robust sports and athletic programs and a network of community organizations engaged in the education of our children. An unwavering commitment from our elected officials and school community ensures the educational needs of our students remain a priority. WPS is committed to providing high quality instruction by implementing individualized, researched based practices to empower students to reach their own potential and become productive members of society. Our schools fosters a diverse and dynamic culture that meets the challenges of a changing global society.

Our City

Waterbury is located in the central part of Connecticut - a two (2) hour drive to New York City or Boston. The city's name is reference to its proximity to the Naugatuck River. The City's Naugatuck River Greenway project is said to be one of the 101 most significant projects and will be available to City residents for walking, biking, river access and much more. The sense of neighborhood identity and pride is so important that Waterbury has some of the most active neighborhood associations in the state. Their efforts focus on protecting the small-town character and livability of their communities as they plan neighborhood block parties, concerts and beautification projects. With over twenty distinct and diverse neighborhoods - many with their own commercial center, park, school, and sports associations-- there is truly a place for everyone in Waterbury. These well-preserved and diverse neighborhoods are often recognized as one of the city's greatest assets.

Philosophy of Waterbury Public Schools

The mission of the Waterbury School System is to establish itself as the leader in Connecticut for urban education reform in partnership with the State Department of Education and the entire Waterbury community. The school system will provide opportunities for all students to maximize their skills and talents in an atmosphere where teaching and learning flourish under the never-wavering belief that all students can be exemplary students, while becoming respectful, responsible, productive citizens vital to our community.



Deadline to Apply: April 23, 2018

WATERBURY PUBLIC SCHOOLS

Seeks a Superintendent Who:

- *Is strongly committed to a "student first" philosophy in all decisions.*
- *Possesses excellent people skills, presents a positive image of the district, listens to to input and makes necessary decisions.*
- *Possesses leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.*
- *Inspires trust, self-confidence, and models high standards of integrity and personal performance with the ability to develop and communicate a vision of quality education for the future to the board, staff and community while emphasizing parental involvement.*
- *Is a strong communicator; speaking, listening and writing.*
- *Has knowledge of and successful experience in sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making.*
- *Is able to delegate authority appropriately while maintaining accountability.*
- *Promotes positive student behavior conducive to a healthy learning environment.*
- *Has work experience in a similar district.*
- *Ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.*
- *Has excellent recruitment skills and maintains exceptional staff and understands our need to increase the diversity of our educator workforce.*

Deadline and Selection

Persons wishing to be considered for the position should submit an application file including:

- City of Waterbury General Application
- Ray & Assoc. online application form
- Resume
- A cover letter stating personal qualifications, experiences, and reasons for interest in the position.
- 4 current letters of recommendation.
- Licenses and certifications.

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes Board review in a closed session of the Board of Education (BOE). After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the finalists will be presented to the Waterbury BOE for its consideration. Selection of candidates for interviews is the sole responsibility of the Board. Candidates selected for interviews should expect that their names and resumes will become public information.

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

4403 First Avenue SE, Suite 407

Cedar Rapids, IA 52402

Phone: 319-393-3115

Fax: 319-393-4931

glr@rayassoc.com

Please do not contact the BOE or District directly.

Salary and Benefits

The salary will be in the range of \$185,000~\$245,000 plus an excellent and comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

Requirements

- Be in possession of or eligible for a CT State Certificate for Supt. of Schools (093).
- Have **EITHER** an earned doctorate in education from an accredited college or university approved by the CT State DOE and have 3 or more years' experience as a central office administrator at the level of Asst. Supt. of Schools (Waterbury equivalent) or above at a k-12 system **OR** holding degrees below the doctorate and have 5 or more years' experience as a central office administrator at the level of Asst. Supt. Schools (Waterbury equivalent) or above in a k-12 system.
- Have at least 5 or more years' educational experience as a school based administrator (principal, vice-principal or equivalent) in an urban school district with more than 10,000 students.
- Questions about certification should be directed to the Connecticut SDE at www.sde.ct.gov



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