

NORWALK PUBLIC SCHOOLS SUPERINTENDENT POSITION PROFILE

About Norwalk Public Schools:

Norwalk Public Schools, located in Norwalk, Connecticut, is a vibrant community committed to standards of excellence in the classroom. In a highly diverse city of 84,000 on a scenic stretch of the Long Island Sound 45 minutes northeast of New York City, Norwalk's nineteen public schools serve over 11,000 students who represent a diverse group of races, nationalities, religions and cultures. District campuses include three 4-year high schools (9-12), twelve elementary schools, and four middle schools. The student body of NPS is 36.7% Hispanic, 36.5% White, 20.7% African-American, and 6.1% all other. Nearly half – 46.2% – of Norwalk Public Schools students are economically disadvantaged, and 11.9% are English Language Learners (ELL). The graduation rate is 81.8%. Norwalk Public Schools has 1,603 employees, an annual operating budget of over \$165 million, and a nine member elected school board. A strong fabric of local public, private, and non-profit organizations are deeply committed to providing the incoming superintendent with a broad base of community support.



Summary:

Norwalk Public Schools is seeking a superintendent with a bold academic vision for 21st century learning that leverages the diversity of its community. Candidates must be committed to collaboratively establishing and communicating this vision, engaging the entire community to drive a culture of continuous improvement, and executing strategies that support the goals and objectives established by the governance team. The community and school board are looking for a leader with a steadfast commitment to high expectations, accountability, communication, and transparency. Passionate, action-driven advocates for equity both within and between schools will be strong candidates. The incoming superintendent will have a deep pool of organizations and community partners eager to support a renewed vision for rigorous, equitable education for every child in Norwalk Public Schools.

The NPS Board of Education has adopted the following mission statement and goals:

Mission of Norwalk Public Schools - To create a supportive learning community rooted in the belief that all children can learn.

Goal 1: Our educators will challenge students to demonstrate high levels of achievement on a wide variety of clearly defined standards.

Goal 2: Our students will graduate with the skills, knowledge, attitudes, and experiences necessary to ensure their highest potential for success and life-long learning.

The successful candidate must be able to work closely with the NPS Board of Education to meet the challenges currently facing the district. He or she must exhibit a highly motivated, energetic, and positive attitude, along with the ability to collaborate effectively with all members of the Norwalk community. The superintendent must have broad leadership skills to motivate staff and improve schools while also serving as the primary ambassador to the public for the district and the school community.

The successful candidate must bring a wide range of skills and expertise to the task of managing Norwalk Public Schools. A leader with extensive educational and administrative leadership experience in elementary, middle, and high school environments is preferred. Prior superintendent experience and experience in a similar district setting is preferred. A willingness to make a long-term commitment to Norwalk Public Schools is highly desirable.

A. The successful candidate will be:

- A visionary leader who can facilitate the district goal of being a high performing school district, has successful strategic planning experience, and can lead the development of both long and short-term goals for NPS
- A proven leader who puts students first and has a demonstrated commitment to improving outcomes through a strong instructional core
- A skilled negotiator who will have a proven track record and demonstrated ability to work successfully with teacher and paraprofessional unions
- An educational leader who will be committed to working closely with school leadership, and who is committed to a high degree of visibility throughout the schools and the community
- A consensus builder who will work within and among the community, school board, parents, administrators and staff
- A strong, resilient and decisive leader wholly committed to the best interests of children

B. The successful candidate will possess the following skills and experience:

- A proven track record of success in a culturally and ethnically diverse urban educational environment and proven ability to work effectively with multiple community groups
- Commitment to working strategically with Board members through collaboration and consensus building
- Commitment to engaging the Board of Education in decisions that best support the Norwalk Public Schools and its students
- Demonstrated experience balancing budgets in challenging fiscal environments and extensive knowledge of financial and budgeting procedures
- Strong instructional leadership skills grounded in best practices and current research
- Ability to hire the right people with skills aligned to the mission of NPS
- Bilingual candidates (English/Spanish) preferred
- Demonstrated grant and/or philanthropic resourcefulness preferred
- Working knowledge of Connecticut education law preferred

Application Criteria:

1. Seven or more years of successful executive experience, and school leadership experience, required
2. Successful experience as a superintendent preferred
3. The Board of Education prefers candidates who are prepared to make a long-term commitment to the district
4. A valid superintendent certificate or comparable certification or endorsement
5. Once selected, the superintendent is expected to reside in or near Norwalk, with a preference that he or she resides within Norwalk Public Schools boundaries
6. A terminal degree in the candidate's area of expertise is desirable
7. Strong working knowledge of the Common Core State Standards preferred
8. Working knowledge of special education preferred

Compensation: \$230,000 to \$250,000

Candidates with nontraditional experience are encouraged to apply.

The Norwalk Public Schools encourages all qualified candidates to apply by the deadline of **April 25, 2013 at 12pm Midnight EST**. For more information and to apply, contact:

Steve Kupfer, Lead Recruiter

- Email NORWALKPS@PROACTSearch.com
- Web www.NorwalkSuperintendent.com
- Phone 800.944.6129