



New Haven Public Schools

Superintendent Position Profile

About New Haven Public Schools:

New Haven Public Schools (NHPS), located in New Haven, Connecticut, is a vibrant and diverse district of nearly 22,000 students that is committed to standards of excellence in the classroom. Located on the northern shore of the Long Island Sound, New Haven is the second largest city in Connecticut with a population of over 129,000, and is 90 minutes northeast of New York City. New Haven is the home of the Ivy League school Yale University, an integral part of the city's economy, being New Haven's biggest taxpayer and employer. Health care (hospitals and biotechnology), professional services (legal, architectural, marketing, and engineering), financial services, and retail trade also help to form an economic base for the city.

New Haven's 47 public schools are comprised of 31 elementary and middle schools, 10 high schools, and 5 transitional schools. The student body represents a diverse group of races, nationalities, religions and cultures: 30.9% Hispanic, 11% White, 54.8% African-American, and 3.3% all other.

NHPS has been innovative in its reforms as evidenced by the *New Haven School Change* Initiative. The vision for *New Haven School Change* is comprehensive, collaborative and persistent reform and its three primary goals are:

- **Eliminate** the achievement gap by raising test scores to at least the state average.
- **Cut** the high school dropout rate in half.
- **Make sure** every student is academically prepared and financially able to go to college.

New Haven School Change's strategy calls for achieving meaningful reform in four main areas:

1. **Portfolio of Schools** – Each school has an improvement plan tailored to its own student needs. The lowest performing schools undergo intensive turnaround plans, while top-performing schools are given more autonomy and are encouraged to share success strategies.
2. **Talent** – Teachers and principals are managed as professionals to encourage collaboration, empowerment and responsibility for student outcomes. This enables the district to attract, develop and retain the highest caliber staff.
3. **Academic Learning** – NHPS will implement and monitor a rigorous, relevant, high quality standards-based curriculum to promote college and career readiness.
4. **Community & Parents** – New Haven seeks to empower parents by building a community of support around students and their families. Strong partnerships around programs like New Haven Promise and Boost! Major emphasis is placed on parent engagement and collaboration with community organizations and agencies as part of a shared investment in our children and their futures.

In addition to neighborhood schools, New Haven has the largest Inter-district Magnet School Program in Connecticut, with 17 inter-district magnet schools that draw 3,000 students from out of town. There is strong demand for New Haven magnet schools with thousands of applicants applying each year for a limited number of seats. Numerous and varied extracurricular activities and after-school programs are available in NHPS schools. 70.5% of the class of 2012 graduated on time and there is a 21.0% drop-out rate.

New Haven Public Schools has 3,200 full-time employees, an annual operating budget of over \$370 million, and an eight-member appointed school board that includes the Mayor of New Haven. NHPS' teaching staff of over 1,600 is experienced and talented: almost 50% of New Haven's teachers have an average of 15 years of experience; 80% hold a master's degree or higher; and 20% have trained as mentors, assessors, or cooperating teachers.

A strong fabric of local public, private, and non-profit and cultural organizations is deeply committed to providing the incoming superintendent with a broad base of community support. New Haven Promise (<http://newhavenpromise.org/>) is an example of joint stakeholder commitment to boost college education and "enhance the growth, stability, and economic development of the City of New Haven".

Summary:

New Haven Public Schools is seeking a superintendent with academic vision, leadership experience, and strong communication skills to succeed a retiring superintendent. Candidates must be committed to collaborating and engaging with students, educators, communities, public officials, and institutional leaders to continue driving dramatic gains for students, building on current successes while exploring new opportunities for change and reform. The community and school board are looking for an individual who understands, embraces, and appreciates New Haven's diversity and history. The successful candidate will commit to transparency, access, and creating equitable environments for all of New Haven's students.

Mission and Goals:

The vision of New Haven Public Schools is to ensure that all students will learn, succeed, think independently and value all people. We also strive to provide nurturing, healthy, and safe school environments.

Candidate Profile:

The successful candidate will be:

- A visible, accessible, and interactive leader who will champion a vision for transformed student outcomes, building on what is working in the current NHPS School Change Initiative and rigorously re-examining what is not. Along those lines, the candidate will conceptualize and develop plans to address New Haven's several educational challenges, for example: high school graduation rates, Pre-K programming; inequities in funding; and special education.
- Candidate demonstrates a leadership style that encourages and motivates teachers, supporting their development and long-term retention.
- Someone with strong moral character and integrity who has proven that he/she puts students first and has demonstrated commitment to improving outcomes through a strong instructional core.
- A collaborator who appreciates and builds upon long-standing business and institutional relationships, and who can also create new and stronger ties with external stakeholders.
- An executive who has strong negotiating skills, able to work with the multiple unions in innovative ways.

- A leader who has a global, multicultural perspective on education and its role in New Haven's future as a city and a community.
- An educator who is keenly aware of current and future political issues, especially about the complexities and varieties of school choice, including the lottery system, magnet schools, charter schools, turnaround models, etc.
- An educator with a deep understanding of child development along social, emotional and academic dimensions.
- An educator who will address the issues of rigor, relevance and student engagement in the NHPS curriculum with the end-goal of dramatically increasing the likelihood that New Haven students will succeed after their high school graduations.
- An executive with a proven ability to develop, plan for, and manage complex budgets, and the ability to communicate with the public, and work with elected officials on budget issues.
- An outgoing leader who will make communications a top priority, with an emphasis on active and ongoing parental involvement.
- Committed to empowering students and parents with information about school programs across the district to help families make informed choices.

Application Criteria:

The successful candidate will meet or exceed the following criteria and preferences:

1. Ten or more years of successful senior administrative experience and school leadership, with preference for experience in urban school districts, with demonstrated progression of school and system leadership experience.
2. Preference for candidates who are prepared to make a long-term commitment to the district.
3. A valid superintendent certificate or comparable certification or endorsement.
4. The superintendent is expected to establish residency in New Haven.
5. A terminal degree in the candidate's area of expertise is desirable.
6. Strong working knowledge of the Common Core State Standards.
7. Working knowledge of special education preferred.

Compensation:

Compensation will be commensurate with experience and qualifications as determined by the Board of Education.

Candidates with nontraditional experience are encouraged to apply. The New Haven Public Schools encourages all qualified candidates to apply by the deadline of **June 25, 2013**.

For more information and to apply, contact:

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