

Application Process

The Waterford Board of Education has engaged the services of the Connecticut Association of Boards of Education (CABE) Search Services to conduct a search for qualified candidates. The screening process is immediate and ongoing. All applicants must provide the following:

- A CABE Search Service application (available at www.cabe.org/support).
- A cover letter indicating your interest in the position to include a brief review of key professional accomplishments and an explanation of your chronology of positions.
- A current resume and any additional relevant information.
- A minimum of three, recently prepared, letters of professional reference.
- A copy of professional certifications and undergraduate and graduate transcripts.

To assure full consideration and confidentiality of your application, all of the above materials should be emailed to Dr. Jacoby at cabesearchservices@cabe.org



Jacqueline Jacoby
Senior Consultant

Contact Dr. Jacoby at 860.539.7594 or email cabesearchservices@cabe.org

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Email: cabesearchservices@cabe.org Website: www.cabe.org/support

Waterford Public Schools is an equal opportunity employer

An Invitation to Lead



Superintendent of Schools Waterford Public Schools Waterford, CT

*A community where each student is
valued as an individual of great worth.*



The Community

Waterford, a charming community situated on 33 square miles of land in Southeastern Connecticut, New London County, is surrounded by water on three sides. It is intersected by two major interstate highways and is just two hours from New York City and Boston with easy commutes to Hartford and New Haven. The community has developed over the years from a rural farming community in the 1700's to a suburban community with approximately 20,000 residents. The Eugene O'Neill Memorial Theater and serene Harkness Memorial State Park help to define this unique community which blends cultural, commercial and recreational amenities along with a variety of shopping and restaurant services for residents and visitors. A number of colleges and universities are located close to Waterford. They include: Connecticut College, Mitchell College, Yale University, Southern Connecticut State University, Albertus Magnus College, The University of New Haven, U.S. Coast Guard Academy and Quinnipiac College.



Waterford Public Schools

The mission of the Waterford Public Schools, a premier educational system within a community that fosters high aspirations, is to guarantee that each student acquires the skills and knowledge to become successful and a responsible citizen by setting high expectations and requiring excellence in an atmosphere of integrity and respect.

Waterford Public Schools serve approximately 3,000 students in grades K-12. The district's facilities include three K-5 elementary schools, one middle school and one high school. PreK services are provided through The Friendship School, a magnet school partnership with New London Public Schools. The Waterford community strongly supports the public schools. All three elementary schools were opened in the last three years and the middle school was recently renovated. Plans for a new/renovated high school have been approved and completion is expected in 2014. The Waterford Board of Education is a nine-member elected body and the Superintendent reports directly to the Board of Education.

Superintendent Qualifications

The Waterford Board of Education seeks an energetic, dynamic, inspirational student-centered educational leader who is committed to the long term growth of the district and who will continue to develop academic excellence while leading with fiscal discipline. All candidates must possess or meet Connecticut certification requirements as a school superintendent. Strong emphasis will be placed on the following qualifications and attributes:

- An articulate communicator with excellent community development skills who is approachable, open minded, fair and has the ability to engage and work with district stakeholders in a manner exemplified by honesty and integrity.
- A visionary leader with a long term commitment who will tap the expertise of school staff, community members and develop new partnerships to enrich the school environment.
- A resourceful sound financial manager who will develop responsible budgets in support of high quality teaching and learning.
- An effective decision-maker who demonstrates good judgment, is a good listener, consensus builder with a strategic and innovative approach to planning.
- An education leader who is committed to curricular and instructional quality that is student centered with a broad perspective which includes academic rigor.
- A record of success in expanding the use of technology to increase organizational efficiencies and also enhance classroom teaching.

Compensation Package

A regionally competitive salary plus comprehensive benefits package will be negotiated with the successful candidate. The compensation package for the superintendent will be determined by professional experience in educational administration, and a prior record of success in developing and implementing initiatives that are relevant to the Waterford Public Schools, as well as other qualifications. The expected start date for this position will be negotiated with the successful candidate.