

Hartford Public Schools

Seeks a Superintendent of Schools with the following strengths and characteristics:



- **Proven passion for public education.** We will expect candidates to be passionate and deeply informed about core educational stresses, struggles and opportunities.
- **Success leading complex organizations.** Candidates must have had relevant, credible leadership and management experience within suitably complex learning and operating environments.
- **Sensitivity to urban issues.** The strongest candidates will have worked within a large, multifaceted urban area. Hartford's diversity is both real and complex, and our residents have benefitted unevenly from the city dynamics. A pervasive appreciation of key urban issues and their impact on children's education will be important to the new Superintendent's success, as will respect for the educational value of differing perspectives.
- **A record of delivering innovative, impactful, sustainable solutions.** Incremental improvements may be part of the solution, but alone they will not meet the city leaders' expectations that our school system be a real and respected asset for the larger community. Accordingly, the next Superintendent must be innovative to his or her core – but we require a leader whose reputation is grounded on impact, not just ideas.
- **Excellent communications skills.** The Superintendent must be an effective champion for children's education and the system that provides it. Open, honest communications, whether with board members, district employees, students or key partners must be a hallmark of the new leader's management style. The ability to make constituents and stakeholders feel valued and heard is vital.
- **Professional preparation and credentials.** Hartford Public Schools is at heart an academic institution, and academic credentials matter. At minimum, the next Superintendent will combine strong academic credentials with at least 10 years of successful professional and managerial experience in highly demanding environments. The candidates must possess or be eligible for the Connecticut Superintendent of School (093) certification.

For a complete list of the Core Competencies required please see this position listing at www.hartfordschools.org.



Application Deadline:
Friday, December 16, 2016 at 5:00 p.m. EST

www.hartfordschools.org

VISION

HPS students will transform their world

MISSION

Inspire and prepare ALL students to create their own success in and beyond school

Hartford Public Schools commits to:

- Set and hold all students to high expectations
- Engage all students in meaningful, differentiated ways that match their needs and meet their interests
- Focus on the growth of each and every student and school
- Expand the capacity of our leaders, staff and schools
- Achieve equitable outcomes in which every student thrives and every school is high performing

Schools

Hartford Public Schools is comprised of 47 schools, 20 of which are magnet, 1 adult education school, 1 alternative learning center, and 1 program for over-age/under-credited students.



HARTFORD
PUBLIC SCHOOLS

Where the future is present.

Hartford Public Schools

www.hartfordschools.org

Student Demographics

District	20953	100%
Hispanic/Latino of any race	11060	52.8%
Black or African American	6324	30.2%
White	2245	10.7%
Asian	819	3.9%
Two or More Races	426	2.0%
American Indian or Alaska Native	47	0.2%
Native Hawaiian or Other Pacific Islander	32	0.2%
English Learner	3887	18.6%
Special Education	3750	17.9%
Free/Reduced Meals	20252	96.7%

Hartford Public Schools has a diverse student population representing over seventy different language groups.

Finances

FY2016-2017	\$419,129,480
General Operating Funds	\$282,801,144
Special Funds	\$136,328,336

2015-2020 Strategic Operating Plan: Cultivating Equity & Excellence

Strategies in Action:

1. New K-2 Literacy Curriculum
2. High School Centers of Innovation
3. Acceleration Agenda

Compensation

The salary will be in the range of \$250,000 excluding benefits. The final salary and benefits package for the successful candidate will be subject to negotiation and based upon proven experience, qualifications and meeting Board performance criteria.

Selection Procedure

We invite nominations and applications for the position of superintendent of schools by qualified candidates throughout the country. Persons wishing to be considered for the position should submit an application file including:

- A letter of application stating personal qualifications, experience and reasons for interest in the position
- A current resume
- Four current letters of recommendation
- A letter of application and all other supporting materials must be received by Friday, December 16, 2016 at 5:00 p.m. EST

Candidates must hold, or be immediately eligible for, a superintendent certificate (endorsement 093) issued by the Connecticut Department of Education. For more information, please contact the Department of Education at www.sde.ct.gov or (860) 713-6969.



Send applications to the two co-chairs of the Search Committee:

Richard F. Wareing: Rwareing@natalelawfirm.com

John Motley: John@MotleyConsulting.com



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