

Thomas Soule

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February 2, 2018

PROFILE

I have been in education for 42 years - 17 as a middle school language arts teacher and 25 years as an elementary school principal while thoroughly enjoying interacting with staff, students, parents, and the general public. I retired from education in 2014.

EXPERIENCE

Recent employment experience - 16 years as principal of the Pre-K thru 8th grade 400 student Woolwich Central School in Woolwich, Maine from August 1998 to August 2014 in RSU #1.

EDUCATION

- ♦ University of Maine at Farmington - Bachelor of Science 1972
- ♦ University of Southern Maine - Master's degree in Education 1979
- ♦ University of Southern Maine - Master's degree in Administration 1989
- ♦ Superintendent certification

SKILLS

- ♦ Supervision of 40 staff members and 400 plus students
- ♦ Prepared and administered million dollar budgets
- ♦ Developed a positive, safe, and productive school environment for staff, students, and parents
- ♦ Part of (and spearheaded) a 14 year commitment in building a new Pre-K - 8th grade school in Woolwich
- ♦ Currently vice-chair of the mid-coast administrative certification committee which encompasses the areas from Bath to Belfast

REFERENCES

- ♦ Sharon Brown - Retired Special Education Director - 1-207-712-7808
- ♦ Judith Harvey - Previous Assistant Superintendent of Schools in RSU#1 1-207-446-0589
- ♦ Sally Brown - Retired Principal 1-207-841-5539
- ♦ Patrick Manuel - Superintendent of RSU#1 1-207-841-6265



Regional School Unit 1

39 Andrews Road - Bath, ME 04530

Telephone: (207) 443-6601

Facsimile: (207) 443-8295

William C. Shuttleworth, Superintendent of Schools

WShuttleworth@RSU1.org

"Education of a Lifetime - for a Lifetime"

Member Communities

7 April 2011

**Arrowsic
Bath
Phippsburg
West Bath
Woolwich**

Dear Search Committee,

For the past seven years, I have had the privilege to work with Tom Soule, principal of Woolwich Central School, a K-8 community of 310 students. Let me be brief and highlight the skills that Tom brings to senior levels of educational leadership.

Without doubt Tom creates a climate of positive spirit and 'can do' attitude in a school better than any administrator I have ever worked with. He is perhaps as gentle and kind as any person you will meet and though he has firm principles, strong expectations and fierce eye on student achievement, in all dealings with parents, students and staff, Tom is the consummate professional and gentlemen. So many times, people have gone out of their way to tell me that this school is simply special and it is.

Board of Directors

Robin Buczkowski

District 1
(Bath - Woolwich)

David Barber

District 2
(Bath - West Bath)

Timothy Harkins

District 3
(Arrowsic - Bath - Woolwich)

Chet Garrison

District 4
(Bath - West Bath)

Julie Rice

District 5
(Bath - Phippsburg)

Alan Walton

District 6
(Arrowsic - Bath)

Betsy Varian

District 7
(Bath - Phippsburg)

He has the unique skill to bring the best out of staff and has helped shape two top teachers to become excellent school principals in our district. He gives good teachers the freedom to create, collaborate and become teacher-leaders in his school. Woolwich continually does well with student achievement and in large part; it is his distributive leadership style that moves his school forward.

For Tom, it is all about kids. For seven years, the yardstick he has used in making key decisions has been, "is it good for kids?" It is hard to go afoul when you keep the student as the center of the work you do. He goes out of his way to create a welcoming learning environment. He supports out of the box thinking, such as a boat building program for hard to reach students. He has been the champion in taking all 8th graders to Washington, D.C. each year, an enormous effort of planning, fund raising and execution. He leads this trip and though it must be very tiring, you only hear the stories about how great it was.

Within the small, but tight circle of administrators, Tom is a very strong leader, and is now the senior member of my team. The newer administrators regularly go to him for support, ideas and even a shoulder to process stress and angst. It is not an easy time for school leadership, dealing with reduced budgets, saving programs by incrementally cutting money, but Tom is never one to complain and is always the first to seek solution.

I could go on and on, but you get the picture. I have nothing but unqualified, deep respect for the work of Tom Soule and if you are lucky enough to be interviewing him for a leadership role in education, save your breath and hire him. You will have a tireless, patient, kind, bright man that knows what it takes to create ideal learning conditions. Please don't hesitate to call me at anytime to expand on the contributions he will make to your organization. (522-9249).

Sincerely,

William C. Shuttleworth
Superintendent

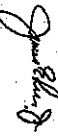
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CERTIFICATE ID. NUMBER	CLASS	TYPE OF CERTIFICATE	LEVEL	ENDORSEMENT(S)		*	VALIDATION DATE	EXPIRATION DATE
19	TEACHER	B4 PROFESSIONAL	7-12 100 200				07/01/14	07/01/19
18	ADMIN.	B4 PROFESSIONAL	K-12 010				07/01/14	07/01/19
17	CHRC	APPROVAL	K-12			NO	07/01/14	07/01/19
16	TEACHER	B4 PROFESSIONAL	7-12 100 200				07/01/09	07/01/14
15	ADMIN.	B4 PROFESSIONAL	K-12 010				07/01/09	07/01/14

THOMAS M SOULE
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 BOWDOINHAM ME 04008

STATE OF MAINE
 Department of Education
 TEACHER CERTIFICATE
 THIS IS TO CERTIFY THAT THE PERSON NAMED HEREON IS
 LICENSED TO TEACH IN THE SCHOOLS OF MAINE WITHIN THE
 LIMITATIONS OF THE CERTIFICATE(S) LISTED.



COMMISSIONER

EXPLANATION OF HEADINGS
 CERTIFICATE ID. NUMBER - USED TO IDENTIFY
 CERTIFICATE. PLEASE USE THIS NUMBER IN ALL
 CORRESPONDENCE REGARDING CERTIFICATE
 LEVEL - GRADE SPAN FOR WHICH CERTIFICATE
 IS VALID.
 ENDORSEMENT - ALL ENDORSEMENT AREAS ARE
 DEFINED BY CODE NUMBERS IN THIS SECTION
 (SEE CODES ON BACK).

*If yes, see accompanying letter for exceptions to CHRC.