

## **Position: Superintendent of SAU 43**

### **Reports to the Newport School District Board of Education**

#### **Search Timeline:**

- Closing date for applications: November 22, 2019
- Search committee selects finalists to interview: On or about January 7, 2020
- Finalists meet with the school board: January, 2020
- Start date: On or before July 1, 2020

#### **Application Requirements:**

- Letter of interest
- Resume
- Three current letters of reference (within the last six months)
- Transcripts from all institutions of higher education
- Certifications; preference for NH-certification or eligibility
- Three or more years of district-level administration experience
- Applications may be submitted through SchoolSpring or mailed or emailed to the Newport School District human resources department: shooper@sau43.org, 86 North Main Street, Newport, NH 03773.

**Salary Range:** \$110,000 - \$130,000, commensurate with experience

#### **Critical Competency Requirements:**

- Building trust and credibility within the school district and the community
- Integrity
- Communication skills
- Leadership
- Functional expertise
- Culture and climate management
- Community building and engagement
- Systems orientation
- Passion for the work
- Positive influence
- Effective team building

#### **District Overview:**

SAU 43 consists of one district, the Newport School District. Grades PK-5 are enrolled at the Richards School (450 students). Newport Middle School (220 students in grades 6-8) shares a building with Newport High School (320 students), as does the Sugar River Valley Regional Technical Center (SRVRTC).

Newport High School serves students in grades 9-12 from Newport, Croydon, Goshen, Lempster, Unity and other surrounding towns. The elementary and middle schools also serve students from Goshen. The elementary student-to-teacher ratio is 16:1; the ratios for the middle school, high school, and SRVRTC average 15:1.

The district participates in the PACE initiative and adheres to competency-based education with competency assessment for grades K-8. The entire district actively engages in project-based

learning and offers three pathways to graduation: academic (dual enrollment), work-based/extended learning opportunities, and career and technical education.

Newport High School requires twenty-three credits for graduation with a standard diploma, three more credits than NH state requirements. Newport High School also offers a diploma with distinction which requires twenty-four credits with a minimum GPA of 3.5, as well as the opportunity to graduate as a New Hampshire Scholar. All graduates must complete forty hours of community service as a graduation requirement.

Extended learning opportunities (ELOs) are planned in advance and provide multiple ways for students to learn outside the classroom to achieve credit toward high school graduation. ELOs offer the student a certified teacher and/or community partner to whom to demonstrate competencies outside the traditional classroom.

Area college opportunities include the opportunity to take courses at Dartmouth College, Colby Sawyer, and River Valley Community College (RVCC). The Running Start program allows high school students to take Community College of NH (CCSNH) courses for high school and college credit while still in high school. The Virtual Learning Academy Charter School (VLACS) is used to offer a variety of internet-based classes available to all high school students.

The SRVRTC campus offers eight two-year programs and a one-year licensed program: automotive technology, welding manufacturing, horticulture, natural resources, business management, cosmetology, health science technology, Project Lead the Way pre-engineering, and licensed nursing assistant (LNA).

The superintendent will work closely with the business administrator and building administrators to manage budget overview and report directly to the school board the district's financial status and needs, along with taking responsibility for timely filing of necessary documents and budget development.

The superintendent will help to foster an open-door collaborative professional environment and serve as the lead point person for operational matters and the direct link between the schools and the community they serve.

The superintendent will continue to develop system-level supports and oversight of facilities, transportation, food service, grants, the business office, human resources, finance, accounts and budgeting.

**District strengths include:**

- Distributive leadership focusing on students' needs and bottom-up collaboration for decision-making with data guidance
- The robust implementation of the Marzano evaluation tool
- Continuation of Performance Assessment Competency Education (PACE) and science, technology, engineering, arts and mathematics (STEAM) initiatives
- Current professional development plans, coaching and feedback systems, and accountability systems to improve teaching effectiveness throughout each school
- Forward movement with the district/business partnerships in support of the community economic development liaison
- Three paths to meet graduation requirements
- Efforts to move the Sugar River Valley Regional Technical Center ahead with bonds available for an upcoming renovation project

- Development of programming and support to prevent and reverse out-of-district student placement
- Communications within the district and to the community
- Policy and protocol revision current with legislative changes
- A vital career and technical education (CTE) program

**District challenges include:**

- Rebuilding cultural and fiscal trust and credibility in the community
- Delivering a clear and consistent message through word and behavior
- Continuing improvement of school culture to create a community of shared values, behaviors, and expectations
- Increasing staff retention
- Valuing positive leadership, listening, and consistent communication

**Goals and accomplishments will include:**

- Building trust in the fiscal plan and responsibility
- Addressing employee needs
- Providing stability in operations and systems
- Developing and implementing a plan for ensuring improved and consistent special education services within the district
- Expanding the development of a progression of support for instruction of all students
- Developing and implementing a plan to bring back out-of-district students
- Developing and implementing a plan to better use under-utilized space

**Community Strengths:**

The Newport schools and community work hand-in-hand to honor valued traditions such as the Winter Carnival, homecoming, the high school prom, the Apple Pie Craft Fair, the Richards Halloween parade, 'Twas Festival, and Willey-Perra Toys for Tots.

The Sunshine Town (population 6,500) is the county seat of Sullivan County and is central to Dartmouth College and Colby Sawyer College, Dartmouth-Hitchcock Medical Center, Keene, Concord, and the Vermont border. It is a rural, blue-collar town known for its strong community values and vibrant support for arts and recreation. Though small in size, Newport boasts:

- A thriving recreation department
- A community-based library arts center
- An active opera house
- A community-focused radio station and community television station
- An airport and inspiring aviation camps
- A golf course
- A beautiful town forest and system of rail trails
- Proximity to Mount Sunapee and other ski mountains
- Proximity to Lake Sunapee and other lakes and rivers

For additional information, please see the SAU43 website, [www.sau43.org](http://www.sau43.org). You may also contact Susan Schroeter at [sschroeter@sau43.org](mailto:sschroeter@sau43.org).