

DOVER SCHOOL DISTRICT

Dover School District is Seeking a Superintendent

61 Locust Street, Suite 409, Dover, NH 03820

Check us out at <http://www.dover.k12.nh.us>

About the District:

The Dover School District is made up of approximately 4,200 students and 600 employees. Three elementary schools educate students in K-4; a middle school serves students in grades 5-8 and a high school and career technical center serves student in grades 9-12 from Dover, Nottingham and Barrington. The Dover Career and Technical Center provides students with an education that combines rigorous academic and technical study, preparing them for the world of work and continued education. A new \$89 million high school and career technical center is scheduled to open in September 2018.

District Facts:

- 2016-2017 Enrollment: 4,200
- Operating Budget: \$56,000,000
- Employees: 600
- Certified Professional Staff: 335
- Administrators: 22
- Administrative Assistants: 30
- Paraprofessionals: 180
- Master's Degrees: 61.7%
- Average salary: \$53,791
- Students receive free lunch: 23%
- Students receive reduced lunch: 3%

Mission Statement

Strengthening our community by educating every child, every day!

About Our Community:

With a population of over 30,000 Dover is nestled between the mountains and the ocean and is a quick commute to the metropolitan area of Boston and less than an hour's drive to Boston's Logan International Airport. It is the fastest growing city in New Hampshire, bucking the statewide trend of aging populations – it is the state's Youngest oldest city! CNN Money Magazine ranked it as one of the "Top 100 Places to Live in the Country." Dover has been earning recognition as a dynamic city that has it all: thriving businesses, and expanding art and cultural scene, a wide selection of dining establishments, a notable history, a strong sense of community, and beautiful scenery. It has also been twice named one of the "Nation's Best Communities for Young People".



Apply online by March 20, 2017

Dover School District Seeks a Superintendent Who:

- Demonstrates an unrelenting focus on individual student achievement and District priorities.
- Demonstrates successful leadership within a diverse student population and a fundamental understanding the impact of nonacademic barriers, such as poverty and mobility, have on student achievement.
- Is a visionary, transformational, or servant leader, capable of building a positive culture that supports students, parents, district staff and the community.
- Has experience using data-driven decision-making processes within the context of comprehensive monitoring and accountability systems, both academic and fiscal.
- Is committed to a “student first” philosophy in all decisions.
- Possesses a proven track record of visionary and inclusive leadership in leading a large organization dedicated to the goals of innovation, results, and excellence.
- Is committed to visibility within the community and demonstrates the ability to develop and maintain a mutually beneficial relationship with a broad range of groups and organizations.
- Must be able to develop and maintain a strong, cooperative working relationship with the School Board and City Council.
- Is able to demonstrate success in working with organized labor groups, unions and associations.
- Exhibits the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Must have experience identifying and implementing best practices with measurable results.
- Must be innovative, knowledgeable of emerging trends and embrace advances in technology for use in the school environment.
- Must have the necessary political and media skills to navigate a complex environment.
- Must have experience overseeing large, complex budgets with a proven record of sound fiscal management.



Salary and Benefits:

The salary will be in the range of \$125,000 - \$145,000 plus an excellent comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

Requirements:

The candidate must have or be qualified to obtain Superintendent credentials as required by the State of New Hampshire. For more information, visit the New Hampshire Department of Education website at www.education.nh.gov.

Deadline and Selection:

All materials submitted as part of the Superintendent application will remain confidential to the extent permitted by law. After the applications have been reviewed and preliminary interviews conducted by the consulting firm, the School Board and the consulting firm shall discuss the selection of a limited pool of candidates for final interviews. These finalists will be contacted for their assent prior to entering the public phase of the selection process. Board members may elect to visit the communities of finalists for the position of Superintendent.

Persons wishing to be considered for the position should submit an application file online including:

- A letter of application stating personal qualifications, experiences and reasons for interest in the position.
- The online application form and a current resume.
- Four current letters of recommendation.

Apply online at:

Questions should be directed to:
Ray & Associates, Inc.
4403 First Avenue SE, Suite 407
Cedar Rapids, IA 52402
Phone: 319-393-3115
Fax: 319-393-4931

Please do not contact the School Board or District directly.

Deadline to Apply: March 20, 2017