



Seeks a Superintendent of Schools

90 Delaware Avenue • Paterson, New Jersey 07503 • <http://www.Paterson.k12.nj.us/>



Our Mission

To prepare each student for success in the college/university of their choosing and in their chosen career.

Our Vision

To be the leader in educating New Jersey's urban youth.

DISTRICT BACKGROUNDER

Educating Paterson's youth is the function of the Paterson Public School District. With more than 40 languages spoken in its classrooms, it is one of New Jersey's most diverse school districts. This urban district enrolls 25,000 students in grades kindergarten through twelve and an additional 2,900 pre-kindergarten students with community providers. Its 56 schools and programs are largely configured as pre-K, K-8, and 9-12 with a small number configured as grades K-4, pre-K-5 or 6-8. The district, one of four that is state-operated, has been managed by the New Jersey Department of Education since 1991 because of its previous fiscal mismanagement and poor student achievement. It is making progress in these areas with local control of "Operations" returned to the district in 2014, and "Personnel" and "Fiscal Management" returned in 2016.

With the Community Eligibility Provision (CEP) in place, all Paterson students receive free breakfast and lunch. Approximately 3,300 students receive special education services and 4,800 students are English Language Learners (ELL) who receive bilingual/ESL services.

The city's population has included residents from numerous cultural and ethnic orientations since its inception. The rich diversity in the school district provides an opportunity for students to learn firsthand about other cultures and develop an appreciation for similarities and differences as they prepare for success in a multicultural world. Sixty seven percent of its students are of Hispanic origin, twenty three percent are African-American, and approximately ten percent are of Caucasian, Middle Eastern or Asian descent. Nearly fifty percent of all students in Paterson speak a primary language other than English, with over 40 languages spoken in district schools. Its diversity among residents and the students enrolled in the district is an asset.

Since 2009, the Paterson Public School District has been engaged in a major effort to improve student achievement at both the elementary and secondary levels. During the 2009-2010 school year, the district developed an ambitious five-year Strategic Plan for transforming itself into a high performing urban school system. The Strategic Plan, known as Bright Futures, was driven by an urgent need to improve student academic outcomes, school and district culture, family and community involvement, and operational functions.

After completing the goals established in "Bright Futures," the district developed a follow-up plan for the 2014-2019 timeframe, and its goals continue to be focused on the same top priorities.

Deadline to Apply: January 11, 2018

Paterson Public Schools Seeks a Superintendent Who:

- ❖ Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
- ❖ Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- ❖ Possesses excellent people skills, presents a positive image of the district and will listen to input and make a decision when necessary.
- ❖ Is strongly committed to a “student first” philosophy in all decisions.
- ❖ Promotes a positive and professional environment for district employees and Board.
- ❖ Is a strong communicator—speaking, listening and writing.
- ❖ Has experience recruiting and maintaining exceptional staff for the district and schools.
- ❖ Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- ❖ Is able to delegate authority appropriately while maintaining accountability.
- ❖ Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community.



Deadline and Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes Board review in a closed session of the Board. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Paterson Public Schools for its consideration. Selection of candidates for final interviews is the sole responsibility of the Board. 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 résumé.
- Four current letters of recommendation.



Salary

The base salary will be \$225,000, plus the possibility of merit pay, pending approval by the Commissioner of Education and will include a comprehensive health benefits package. The final salary for the selected candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria. New Jersey Salary information can be found at <http://www.nj.gov/education/news/2016/1116sal.htm>.

Requirements

The candidate must have 3-5 years of successful experience in central office administration. The candidate must have or be qualified to obtain School Administrator certification in New Jersey. Questions about certification should be directed to the New Jersey Department of Education either by telephone at 877-900-6960 or through the New Jersey Department of Education Website at <http://www.nj.gov/education/educators/license>.

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