

# SUPERINTENDENT SEARCH

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The Christina School District Board is seeking applications from interested and highly qualified candidates to fill the position of superintendent.

## CSD MISSION

The mission of the Christina School District is to improve student outcomes and give every student opportunities to learn in an academically challenging, safe, equitable, and nurturing school environment. We pledge to value parents, caregivers, and families as partners in educating all students to learn, live, and lead in the 21st century and beyond.

## OUR DISTRICT

The Christina School District is a Delaware public school system, serving more than 13,000 students and employing 3,300 people. Our district currently serves the City of Newark and its surrounding suburban areas as well as the City of Wilmington.

Christina has 3 early education centers, 14 elementary schools, 2 elementary/middle schools, 3 middle schools, and 3 traditional comprehensive high schools. In addition, the District is home to the Brennen School (Delaware Autism Program), CSD Virtual Academy Delaware School for the Deaf, Douglass School, REACH Program, Middle School Honors Academy at Christiana High School, Networks School for Employability Skills, and Sarah Pyle Academy.



## ABOUT THE CHRISTINA COMMUNITY

Christina School District, located in New Castle County, Delaware, proudly serves the vibrant communities of the City of Newark and its surrounding suburban areas as well as a portion of the City of Wilmington. With a commitment to providing quality education, the district encompasses a diverse student body and a range of educational programs designed to meet the needs of every learner.

In addition to strong academic offerings, Christina School District students benefit from proximity to local institutions of higher education, including the University of Delaware, Delaware State University, Goldey Beacom College, Wilmington University and Delaware Technical Community College, paving the way for future academic and career success.

New Castle County is not only rich in educational opportunities but also boasts a thriving economy with major businesses such as DuPont, AstraZeneca, and Christiana Care. Strategically located close to major cities like Philadelphia and Baltimore, families in the district enjoy easy access to cultural experiences, sports events, and entertainment options.

## HOW TO APPLY

Christina School District encourages all qualified candidates to apply. Superintendent credentials are preferred and a doctorate degree is required. Information about Delaware's superintendent accreditation process is available at the Department of Education website at <https://education.delaware.gov/>.

Please visit [rayassoc.com](http://rayassoc.com) to submit an application file, including:

- Letter of application stating personal qualifications, experiences, and reasons for interest in the position
- Online application form
- Current resume
- Four current letters of recommendation

After applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Christina School District Board for consideration. Selection of candidates for final interviews is the sole responsibility of the Board.

Questions about the process should be directed to:

Ray & Associates, Inc.

[kathy@rayassoc.com](mailto:kathy@rayassoc.com) | (319) 393-3115

Please do not contact the School Board or district office directly.

## SALARY AND BENEFITS

The salary will be in the range of \$225,000 to \$250,000. The final salary for a successful candidate can be negotiated and determined based upon proven experience, qualifications, and meeting Board criteria.