

Profile of the Candidate - Superintendent

The Borough of Madison is a small suburban community of 16,819 residents located in southeast Morris County, New Jersey. Madison offers residents excellent educational options, provides a 13-to-1 student-teacher ratio, cultural attractions and well-preserved historic buildings. Located 25 miles west of Times Square, New York, Madison borders on five other municipalities: the boroughs of Florham Park and Chatham and the townships of Chatham, Harding and Morris. Madison is the home to both Drew University and Fairleigh Dickinson University with Saint Elizabeth University located in nearby Convent Station, New Jersey. This charming borough is consistently ranked one of the best places to live in the entire Garden State—and this year was ranked #24 in the **2023 100 Best Cities to Live in the U.S.** The Madison Board of Education is looking to build upon and enhance the tradition of excellence of the Madison Public Schools by seeking a Superintendent of the schools with a preponderance of the following qualities and skills:

1) A sophisticated understanding of teaching and learning with a proven record of supporting the principles of continuous improvement and is committed to bringing a high-performing school district to its next level of excellence.

- Prioritize the academic program. The district's strength is defined by its academic programs. Investment in professional development of faculty and staff will guide the commitment to academic priorities and provide leadership in assuring that academic excellence remains primary.
- Supports curriculum and instruction initiatives that will be based on best practices found in other high performing districts;
- Creates programs addressing the options for students who are not college bound that will be explored both in and outside the district;
- Leads with a clear focus on the district's current initiatives and goals; assesses and evaluates programs and initiatives as an integral component of the process.
- Embraces and utilizes the latest research and innovation in the areas of curriculum, instruction and assessment. Demonstrates exceptional pedagogical knowledge and the need for differentiation to meet the needs of all learners.

- Works to establish a shared vision of excellence to assist the district in its pathway to continuous improvement;

2. Is a proactive leader with excellent communication skills and is visible and approachable to students, staff, parents, and community. A leader who appreciates the traditions of the past and has the vision to work with the community to meet the needs of the future:

- Is a dynamic, energetic and approachable leader who develops strong connections with staff, parents, other educational institutions, governmental agencies and legislators to enhance services and build support for the district;
- Is visible, accessible, and communicates regularly with the Madison community by both sharing information and genuinely seeking input in a manner that enhances trust and respect while maintaining the role of the educational leader.
- Creates a climate of Collaboration, Inclusion and Transparency: A philosophical perspective of service to others, collaborative and shared governance, and an emphasis on clear, honest and transparent communication; a willingness to empower, trust and delegate authority to the institution's leaders while holding these leaders accountable; can readily engage with, seek input from and build support among stakeholders to support decision making.
- The superintendent will project care and concern for faculty, staff, students, alumni, and friends as individuals and as a community, and will shepherd the Madison community with courage, compassion, and care. Central to this is an emphasis on intellectual challenge, academic freedom, deep inquiry and discernment, care for the whole person, and a deep respect for the dignity of every individual.
- The ideal candidate will be a leader of uncompromising integrity and deep wisdom who brings a record of leadership; demonstrated accomplishment in improving diversity, equity, and inclusion; and a record of academic achievement for all students.
- Invest in a culture of mutual respect and trust. The Madison Public Schools has been a school district that has been guided and informed by the fundamental principles of the investment of a positive school culture and morale, two-way communication, transparency, and an environment of inclusive decision-making and respect.

- Is a transparent, personable, approachable, warm, and welcoming leader who frequently visits schools and classrooms and regularly attends community and school events. Has a proven track record of putting “ALL CHILDREN FIRST;”
- Is a listener who responds to input; establishes systems and expectations to ensure information is communicated precisely, consistently, expeditiously and with transparency; possesses excellent oral, written and presentation skills.

3. Visionary and forward-thinking individual who understands the changing environment of education and what is needed to grow and thrive; ability to work collaboratively to develop and articulate a dynamic vision for Madison’s future; ability to develop and implement strategies, goals and objectives that align with the districts’ vision and mission:

- Is a dynamic, empathetic, and transparent decision maker, with proven leadership experience, preferably at multiple levels, who excels at mentoring, developing, assessing, and fully utilizing the talents of staff and faculty;
- Is experienced as an educator/mentor who values the Teaching and Learning process and the importance of Professional Development;
- Is not afraid to make difficult decisions based on an educated perspective informed by consultation and collaboration, has excellent follow through, delegate appropriate authority, and holds others accountable while building a cohesive and effective team;
- Supports effective instruction, respects the expertise of staff, and critically assesses programs and initiatives so that only effective programs are in place;
- Demonstrates a forward-thinking, innovative approach to leadership; exhibits flexibility and willingness to take measured risks and look at problems in new ways while using data to inform the decision-making process; embraces new tools, technologies and thought leadership to support decision-making and delivery of service; willing to consider new and innovative partnerships and programs that position the institution to recruit and retain top researchers, scholars, teachers and students;

- Is able to hold courageous conversations around curriculum, instruction and programs, who will be accountable for the results of this work. An innovative, creative leader who is willing to think “outside the box” and take risks to build consensus for a vision of how to open the pathways for greater opportunities for all Madison students to achieve their fullest potential;

4. Additional desired attributes include:

- A long-range vision for academic success and a commitment to improving the district’s rankings both locally and statewide.
- Is an educational leader who understands the importance of instilling and maintaining a joy of learning;
- As more students are placed in the least restrictive environments, support training for differentiated instruction;
- Possesses classroom experience and knowledge of strengths in curriculum and instruction, the superintendent will work collaboratively with sending district to assure both horizontal and vertical curriculum articulation to provide enhancements that would benefit students in both districts;
- Possesses a sound knowledge of financial processes and implementing capital improvements;
- Refines a commitment to excellence to enhance Madison’s academic standing among high-performing New Jersey school districts.

All candidates are asked to send a cover letter describing how they meet the above criteria, together with their resume to:

Strategic Educational Advantage
Attn: Dr. Michael Kuchar/Dr. Frank Auriemma/Ms. Judy Rattner
madisonsuptsearch@gmail.com

ALL APPLICATIONS WILL BE TREATED IN THE STRICTEST OF CONFIDENCE.
The Madison Public School District is an EEO employer.

Priority consideration on an ongoing basis through Monday, October 16th, 2023

Last Edited: 2:00 PM September 29, 2023