

LIN-WOOD SUPERINTENDENT: POSITION POSTING

POSITION, COMPENSATION, AND CONTRACT LENGTH

- Superintendent of Schools for the Lincoln-Woodstock Cooperative School District, Lincoln, NH
- Full-time position
- Salary range: \$105,000 - \$120,000 with benefits
- 3-year contract

THE SEARCH PROCESS

- The search is being conducted by The Bryan Group, a leader and organization development firm with a specialty in executive search for senior level education leaders.
- Send inquiries to info@tbgleaders.com, and not to Lin-Wood SD.
- The application deadline is May 10, 2024 for maximum consideration. Only complete applications will be considered.
- The position starting date is July 1, 2024 but could be flexible for the right candidate.
- Candidates from diverse backgrounds are encouraged to apply.
- Candidate confidentiality is maintained until a candidate is identified as a finalist. All search related materials are destroyed when the search is over, or when a candidate is eliminated at a particular stage in the screening process.
- Finalist credentials are thoroughly vetted at the point a candidate is selected as a finalist.

DISTRICT AT A GLANCE

Lin-Wood School District benefits from a highly experienced and truly invested leadership team at the K-12 school level. The current leadership wears many "hats" as befits a small District and gets the opportunity, thereby, to know the inner workings of all facets of School life. This is a tremendous strength as the leadership team does not work in silos. They anticipate welcoming a new Superintendent who shares the desire to be fully involved in all aspects of the education of Lin-Wood's students from early childhood through graduation and who shares a desire to create as many opportunities as possible at every juncture along that path of a Lin-Wood student.

Lin-Wood budgets and expends significantly more than the State average per student (\$28,253 in FY '22 vs. NH average for the same period of \$19,400.). Lin-Wood School District benefits from strong community involvement and support. Community businesses and civic organizations in 2023 provided the graduating class roughly \$60,000 in locally sponsored scholarships. Full engagement of staff (a majority of whom live in the towns of Lincoln and Woodstock) allows for incredible student experiences, both academic and life skills based.

Students participate in programs in NH and nation-wide such as Read Across America, Poetry Out Loud, Granite State Challenge, Rotary Speech Content, Rotary Interact Club, Future Business Leaders of America and more. STEM is promoted with programs such as robotics offered for grades K-12 and Visual and Performing Arts are celebrated with students taking part in exhibitions, concerts and competitions throughout the year.

A range of AP offerings are available to students, who can also earn college credits through the Running Start/Community College System of New Hampshire. In addition to everything offered in District, Students can take classes through Virtual Learning Academy (VLACS) if they are interested in a class not offered at Lin-Wood.

For students wishing to pursue immediate engagement in the workforce post-graduation or simply explore or learn more about a technical field, Career and Technical Education (CTE) programs are available via partnerships with neighboring schools.

Extended Learning Opportunities (ELO) are made possible through partnerships with local businesses willing to tailor an internship to a student interest. Recreational offerings both at the most competitive levels and in the adaptive recreation realm abound because of the relationship with the local resort mountain of Loon and because of availability of outdoor recreation year-round.

Quick Facts:

- 250 students District-wide
- 50+ teaching faculty
- Two contiguous school buildings (forming "One School") housing K-12 sited on 39 acres
- 93% average attendance rate
- 99% graduation rate
- Very low faculty turnover
- Extensive student participation in community service (100% for graduation and 50%+ participation on projects annually)
- \$9 Million Budget
- Seven Member School Board
- [Strategic Plan](#)

CREDENTIALS REQUIRED

- Seeking educators who are certified or certifiable as a Superintendent of Schools in NH. See NH Code [HERE](#).

CAPABILITIES

- **COMPETENCIES REQUIRED** - the knowledge, skills, talents, and dispositions desired:
 - **Adaptability/Flexibility:** Rolls with the punches while maintaining balance and a focus on goal attainment.
 - **Results Orientation:** insists that all activities drive toward improved student/stakeholder outcomes; is persistent and successful in overcoming obstacles to goal attainment; stays the course in the face of obstacles; searches for and adopts innovations that will enhance the ability to meet desired outcomes
 - **Collaborative Leadership:** shares leadership to build trust and commitment to the vision and mission; brings people together for bigger and better outcomes; builds effective teams; employs collaboration to empower and build confidence in others
 - **Big Picture Orientation:** Makes decisions that include an accurate assessment of how the impact will affect the present and future functioning of the district. Creatively plans for future success.

- **Culture & Climate Management:** Embraces community and school traditions to build a positive climate and culture.
- **Communicating:** Communicates well in both the written and spoken word to inform, educate, and influence others and is highly engaging when doing so.
- **Systems Thinking:** Recognizes the interrelatedness of all aspects of organization functioning and takes that into account when planning and making decisions.
- **Emotional Maturity:** Is not ego driven and is authentic in dealings with others. Wants to be here, stay here.
- **Team Player:** Understands own role on a team and works to fulfill that role to the best of his/her ability; provides other team members with support.

PRIOR ACCOMPLISHMENTS SOUGHT RELEVANT TO OPPORTUNITIES FOR LEADERSHIP IN LIN-WOOD

- Significant level maintained and/or improvement achieved in demonstrable academic performance combined with increases in mental health and well-being;
- Adopted and/or maintained recognized best practices in education including continued professional development of teaching methodologies and support for best use of student assessment data in pedagogy;
- Inspired community partnerships across area educational institutions and local businesses to provide traditional academic, ELO and CTE opportunities to students
- Maintained low staff turnover or reduced turnover of highly qualified staff and exhibited a culture of strong morale and enthusiasm for the work of education
- Evidenced significant positive and constructive parental involvement in the School
- Created or maintained a culture of inclusion and equity
- Demonstrated creative achievements in enrollment growth or stabilization
- Innovated in staff allocation for best contributions of each staff member in an environment of shifting enrollment
- Exhibited and Capitalized Upon Knowledge of State/Federal grant and funding opportunities

WORK - LIFE BALANCE (Vaulting Lin-Wood to the Top of Your List!)

Very few places offer the opportunity to call a resort town their home in Fall, Winter, and Summer. Lincoln and Woodstock offer skiing and mountain biking at Loon Mountain and in the backcountry, snowmobiling, cross-country trails, hiking with famed fall foliage along the Kancamagus highway, rafting, and swimming in the Pemigewasset or walking or picnicking along its banks. The avid hiker can choose to hike Mt. Washington or numerous 4000 footers in the area. Several large and small lakes nearby offer the opportunity to go kayaking, paddle boarding, swimming, boating, and water skiing. The benefit of tourists in town is that despite a small year-round residential population, there are numerous restaurants in the area for all tastes. No state or local income taxes or sales taxes mean your salary goes further! Take advantage of all that Lin-Wood has to offer!

IF I DECIDE TO APPLY, WHAT IS REQUIRED?

Submit your application materials via SchoolSpring or directly to TBG at info@tbgleaders.com. You will receive confirmation of the receipt of your application materials within a day if emailed. Application requirements:

1. Letter of interest
2. Three letters of reference – must be written within the past six months
3. Resume: please include language proficiency/fluency
4. Relevant certifications
5. Please be prepared to provide philosophy statement on education, management, and leadership during the interview process

As a reminder, for full consideration, the application deadline is May 10th, and no candidate will be considered without a complete application. Send inquiries to info@tbgleaders.com, and not to Lin-Wood.

We look forward to receiving your application!