



## Superintendent of Schools - Lebanon School District

Lebanon School District  
Lebanon, New Hampshire

### Job Details

- **Application Deadline:** January 13, 2023
- **Starting Date:** July 1, 2023
- **Submit Materials to SchoolSpring**

The Lebanon School District seeks a highly qualified Superintendent who is equally committed to creating lifelong learners in partnership with our community and to providing a vision for refining, advancing, and achieving district goals. Our district is committed to providing a challenging, positive, and safe learning environment that cultivates curiosity and collaboration, achieves academic excellence, respects and values diversity, encourages responsible citizenship, and supports the needs of every learner.

The city of Lebanon has 14,000 residents and was recently voted one of the 100 best small towns in America. Lebanon's location in the Upper Valley along the Connecticut River provides opportunities for four-season recreation, including hiking, biking, fishing, ice skating, skiing, and snowshoeing through many local mountains, rivers, lakes, and trails. Lebanon is also a dynamic and diverse cultural and business hub for several surrounding communities on both sides of the river and is home to many well-known and start-up tech companies. In addition, Lebanon is home to Dartmouth Hitchcock Medical Center, New Hampshire's second largest employer, and is in close proximity to Dartmouth College. Our quintessential New England town green is within walking distance of an art gallery, a music center, an opera house, City Hall, a community recreation center, several restaurants, a

community college, a ballet school, a Carnegie public library, a rail trail entrance, and multiple thriving small businesses.

### **District Information**

- 4 schools
- Total enrollment is approximately 1600 students
- Over 380 faculty and staff
- FY23 Operating Budget: \$46,459,240
- One school board with 9 elected members who work in collaboration with Superintendent
- Lebanon High School (598 students including those from Plainfield and Grantham); Lebanon Middle School (472 students grades 5-8 including Grantham students in grades 7 & 8); Hanover Street School (329 students grades K-4); Mt Lebanon School (233 students grades PK-4)

### **District Highlights**

- Lebanon High School ranked 7th within New Hampshire by *US News and World Report*
- Small class sizes with an emphasis on individual learners
- Engaged and supportive community
- Dedicated and experienced staff and administration
- High-achieving students (approx. 77% of 2022 graduates planned to attend college in 2022 and 10th in the state of New Hampshire for average SAT scores)
- Science Olympiad Team placed first in New Hampshire in 2022
- Integrated digital learning environment (1:1 access to technology K-12)
- Consistent support for the arts, including multiple performing arts groups and students attending All State Music and All New England festivals and All New England Jazz Band
- Connected to a strong Career Technical Education program as well as internships with local businesses/industries
- 39 co-curricular activities and 27 athletic teams, including boys' cross country who qualified for New England Meet and Eastern Regionals for the first time in 2022
- Effective community/school partnerships
- Recently renewed 10-year agreement with sending districts
- Newly adopted statement on diversity, equity, and inclusion
- Strong commitment to infrastructure and positive learning environments
- Recently passed renovation bond
- Multi-year strategic plan

## **Essential Qualifications**

- Certificate of Advanced Graduate Studies (CAGS) and/or Doctorate
- 5 or more years of experience as a building principal and/or district level administrator
- Superintendent certificate or eligibility for certificate in NH
- Experience as an educator

## **Desired Personal Qualities**

- Student-centered educational visionary
- Success working with diverse learning communities
- Experience with data-driven strategic planning
- Integrity, professionalism, and strong moral compass
- Accessible, approachable, and confident problem solver
- Willingness to be highly visible and engaged in school and community events

## **Critical Competencies**

- Community and Relationship Building
- Communication
- Trust and Credibility Building
- Collaborative Leadership
- Culture and Climate Management
- Visionary Leadership
- Professionalism
- Political Savvy
- Big Picture Orientation

## **Compensation Information**

Salary is regionally competitive and commensurate with education and experience.

## **Application Instructions**

- Letter of interest
- Resume/CV
- Three current letters of reference (within the last 6 months)
- Transcripts
- Certifications

## **Additional Materials** - Uploaded into application

- Three separate, two-page statements of philosophy for each of the following topics: Education, Leadership, and Management

- Two examples of substantive writing directed toward the public/community (e.g. Superintendent newsletter/update, district blog post, etc.)

**Contact Information**

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