



# WEST ORANGE PUBLIC SCHOOLS

A Great Place to Learn!

## MISSION

The mission of the West Orange Public Schools is to engage in an energetic partnership with all components of this culturally-diverse community, to marshal resources to assist all students to reach their full potential through an academic emphasis on the New Jersey Student Learning Standards, to promote the highest quality intellectual, social emotional, and human relations development of our pupils, and to instill in all students the knowledge and decision-making skills essential to make appropriate choices and successfully meet the challenges they will encounter as productive and healthy members of diverse society.

## OUR DISTRICT

The West Orange Public School District has been educating students since 1895 when the historic Washington Elementary School opened its doors. Today, the district boasts twelve extraordinary schools. The Betty Maddalena Early Learning Center which services our Pre-K special education population, seven elementary schools which include a very sought after full day kindergarten. Each elementary school feeds an innovative central sixth middle school. Students are offered 7th and 8th grade in two middle schools complete with all the latest technology. The state-of-the-art high school campus rivals a small university campus and prepares students for the variety of 21st century opportunities, choices and expectations both socially and academically. Our district also has a program for 18-21 year olds and is embarking on expansion of the Pre-K program for 3 to 4 year olds.

**Our student body:** The 6,700 plus student body speaks more than 48 languages in the home and provides a mix of cultures, socio-economic and religious groups that creates a harmonious microcosm of a global community contained within the borders of West Orange. The diversity is a tremendous strength and contributes greatly to the success of each and every student.

**Curriculum and Instruction:** The West Orange Board of Education emphasizes educating the 'whole' child, and each 'individual' student with an educational program tailored to meet each student's needs. The West Orange Board of Education pays close attention to individualized education with special attention to class sizes maintaining one of the lowest teacher-to-student ratios in the state.

**Comprehensive:** Understanding that children have different learning styles and abilities, through the efforts of a highly qualified and dedicated teaching and administrative staff, all West Orange public school students receive the highest quality of education in each and every West Orange school building.

**Extracurriculars:** The West Orange school district provides hundreds of extracurricular activities and clubs, after school programs and sports programs. West Orange High School is home to a brand new athletic complex complete with top level playing fields, courts, track and facilities that are the envy of the region.

The West Orange Board of Education is committed to a strong cultural arts program. Performing arts, music and fine arts education begins at the elementary school level and is provided as part of the curriculum throughout the K-12 program.

**Physical fitness and health** awareness remains an important focus for the West Orange Board of Education. Health and Physical Education programs are mandatory for every student in all grades. Nutrition and wellness programs are a district priority integrated through a nutrition-conscious food service with healthy lunches and snacks served in every school. The athletic program offers a broad range of award winning sports programs that prepare each student athlete for excellence. Most graduates are scholar athletes that have more than satisfied the requirements for post secondary athletic opportunities.

**Deadline to Apply: July 24, 2022**



# WEST ORANGE PUBLIC SCHOOLS SEEKS A SUPERINTENDENT WHO:

- Has commitment and experience working with all genders, races, and socio-economic groups while also having a commitment to leading district diversity, equity and inclusion efforts.
- Has proven experience managing the intricacies of a complex school district.
- Possesses the leadership skills, knowledge and sensitivity required to respond to the opportunities and challenges presented by a diverse student body and community, while also having the ability to build consensus and commitment among individuals and groups.
- Has a strong moral compass that is rooted in justice and equality.
- Is a strong communicator in speaking, listening and writing, while also possessing excellent interpersonal skills and who can present a positive image of the district.
- Has experience recruiting and maintaining exceptional staff for the district and schools.
- Is able to delegate and oversee the work of staff (i.e. leading by example) and appropriately maintain accountability.
- Is strongly committed to a “student centered” philosophy in all decisions.
- Possesses the ability to enhance student performance, especially in identifying expectations and standards in student achievement and opportunity.
- Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators and Board.
- Demonstrates a deep understanding of special education that meets the individualized needs of each student.
- Has classroom experience in a K-12 setting.

## Salary and Benefits

The salary will be in the range of \$215,000-\$225,000 plus an excellent benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting Board of Education criteria.

## Requirements

The candidate must have or be qualified to obtain Superintendent credentials. More information about the New Jersey Superintendent accreditation process is available at the Department of Education website at <https://www.nj.gov/education/license/sl/>.

## 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 of Education. 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 West Orange Public Schools Board of Education for consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an online application file by July 24, 2022 including:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position;
- The online application form and a resume; and
- 4 current letters of recommendation.

**Apply online at:**

[www.woboe.org/Slsearch](http://www.woboe.org/Slsearch)

Questions should be directed to:

**Ray & Associates, Inc.**

P.O. Box 10045, Cedar Rapids, IA 52410

Phone: 319-393-3115 Fax: 319-393-6911

[kathy@rayassoc.com](mailto:kathy@rayassoc.com)

**Please do not contact the Board or District directly.**