

An Invitation to Apply for the Position of Superintendent/Director

Patricia A. Hannaford Career Center Regional Technical School District (PAHRTSD)



Middlebury, Vermont

THE POSITION

The **Patricia A. Hannaford Career Center, Middlebury, Vermont**, Board of Education, is seeking a highly qualified and fully certified **Superintendent/Director**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2022**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in Educational leadership. The Board recognizes that selecting a Superintendent/Director is one of the most important decisions it will make.

- Will build relationships and be a collaborative leader. The successful superintendent will be a good communicator who is astute at picking up on cues, a good listener and skillful at working with a variety of stakeholders.
- Has experience in and a firm understanding of Career Tech Education (CTE) and a demonstrated ability to handle multiple roles and possesses a diverse set of skills to be able to complete and oversee various responsibilities.
- Has strong financial management skills and the demonstrated experience to understand, pursue and obtain grant funding.
- Is a forward-thinking communicator with strong sales ability who will passionately promote the Hannaford Career Center. The successful superintendent will embrace and implement the vision and mission of the Hannaford Career Center and the future of career and technical education.

THE COMMUNITY

The PAHCC sits nestled between the Green Mountains of Vermont to its East and to its West lies Lake Champlain and the Adirondack Mountains. Addison County is the 3rd largest county in Vermont land wise and it ranks high in the amount of land that has been marked for current use (whether that be for farming, forestry, vegetables, grains, etc.). There are 56 miles of coastline along Lake Champlain which allows for many access points to enjoy the water for various pursuits. At its southern edge, the county is bordered by Lake Dunmore, creating opportunities for boating, fishing, swimming as well as hunting, skiing, and other outdoor pursuits. The county also boasts the largest agricultural fair in the state and is where many locals come to visit and catch up with those that they have not seen for a while.

Addison County's largest employers are Collins Aerospace, Middlebury College, and Porter Medical Center! We are also 1 hour south of the University of Vermont which fields many teams from Hockey, to baseball to basketball. We are also close to the campuses of Castleton University, Community College of Vermont, St. Michaels College, and Champlain College.

Being in the Champlain Valley we are home to many Revolutionary War historical sites. We are also approximately 2.5 hours from Quebec City in Canada as well as 2 hours to the Northeast of Albany, NY.

Vermont has also become home to many upstart micro-breweries as well as many wineries. Addison County is a very large agricultural community and is well supported by the community and the tourism trade.



THE DISTRICT

Accreditation: New England Association of Schools and Colleges
Type of district: Stand-alone Career Technical Center offering programs to students in 9–12th grades as well as Adult Education



The district serves over 400 students (fulltime and halftime programs) these students represent 17 towns and come from three sending districts. We also serve a few students from another district when those students are looking for a program that their Technical center does not offer. The district covers over 808 miles and approximately 40 of those miles are lakes or rivers. The technical center has a small administrative staff of 5 and approximately 20 teachers and 8 support staff. The center also boasts a small but growing evening Adult Education program as well as The Makery and a Woodshop that are open to Addison County teens on Wednesday afternoons.

The Career Center has two campuses; the main campus and North Campus. At North Campus, you will find the Diesel and Automotive Program as well as the small barn for Sustainable Agriculture. The center has connections with the following schools/colleges/certification programs for students:

- **Community College of Vermont**
 - Computer Science - 3 credits - Introduction to Computer Science (CIS 1100)
 - Design & Illustration - 3 credits - Graphic Arts I (ART 1111)
 - Human Services - 3 credits - Introduction to Early Childhood Education (EDU 1030)
 - Medical Professions - 3 credits - Medical Terminology (AHS 1205) and 3 credits - Human Biology (BIO 1140)
- **Vermont Technical College**
 - Auto & Diesel - 4 credits - Vehicle Electronics (GTS 1120)
 - Sustainable Agriculture - 3 credits - Livestock Production (AGR 1050)
- **Other Connections (But Not Specific DE Classes) to Post-secondary Institutions**
 - Natural Resource Management - Qualifying students may earn college credits from Paul Smith's College, Vermont Technical College, and/or the University of Maine - Fort Kent

The Technical Center has been blessed with major support from the community and is currently starting an \$8 million bond project to update buildings, systems, and classrooms. The center's overall operating budget is: \$4,104,157 (<https://drive.google.com/file/d/1cYdtpoiYnCrr3eaUiK4126DIXV6bSfQ7/view>)

Mission statement: We provide students with rigorous, hands-on and classroom instruction, robust community partnerships, and project-based learning opportunities that empower and inspire them to build strong work habits, relevant, innovative technical skills, and a sense of personal responsibility as local, national and global citizens while ensuring equity for all participants.

Vision: We envision a career and technical center that empowers students to be inquisitive, caring, and open-minded citizens of local, national, and global communities, who engage as lifelong learners and understand and accept different viewpoints and perspectives.

[HTTP://HANNAFORDCAREERCENTER.ORG](http://HANNAFORDCAREERCENTER.ORG)

BOARD OF EDUCATION

The Board of Education consists of eight members, elected to serve three-year terms. The incumbency of the members ranges from newly appointed to ten years.

Name, Occupation, Years Served

Mrs. Suzanne Buck, Educational Advisor/Special Educator, 4 years
Mrs. Kim Farnham, Retired, 10 years
Mr. Judd Markowski, Self Employed, Construction Company Owner, 2 years
Mr. Nick Causton, Retired CPA/Consultant, 7 years

Name, Occupation, Years Served

Mrs. Kristina McKulin, Executive Director for the VT Nursery and Landscape Association, 6 years
Ms. Melissa Beckwith, Middlebury College Facilities Manager, 5 years
Mr. Steve Orzech, Retired Teacher, Newly Appointed
Mr. Steve Rooney, Architecture, 3 years



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APPLICATION

available at
www.macnjake.com



An application for Superintendent/Director should include:

- ◆ A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- ◆ A current résumé.
- ◆ A completed application form.
- ◆ Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Tentative Selection Timeline

- ◆ Closing date for applications: **May 4, 2022**
- ◆ Board of Education selects finalists to interview: **mid-May 2022**
- ◆ Finalist interviews with the Board of Education: **May 23-27, 2022**
- ◆ Selection of new Superintendent/Director: **late May-early June 2022**
- ◆ Start date: **July 1, 2022**

Patricia A. Hannaford Career Center is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.