

An invitation to apply  
**SUPERINTENDENT OF SCHOOLS**

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RUTLAND CITY School District  
Rutland, VT

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Visit our website at [Rutland City Public Schools Strategic Plan](#)  
[Declaration of Inclusion](#)

## **ANNOUNCEMENT**

The Rutland City School District, Rutland, Vermont, is seeking an experienced administrator to lead its pre-K-12 school district of 1,951 students and a \$63.8 million annual budget.

The single board, single budget district consists of two K-2 schools, one 3-6 school, one 7-8 school, and a single 9-12 High School. The district's stated mission is to cultivate a passionate, diverse, and resilient community of critical thinkers who learn with purpose, create innovative and responsible solutions, and lead lives of integrity.

## **THE RUTLAND CITY COMMUNITY**

The City of Rutland, with a population of 15,807, is nestled in the valleys of the Killington and Pico mountains. Located about three hours from Boston, Montreal, and Portland, Maine, the region is known for breathtaking views and access to great skiing, hiking, mountain biking, fishing, canoeing, and other outdoor opportunities. Its proximity to state parks, including the largest lake entirely within Vermont's borders and two large swaths of protected natural area, sets Rutland apart. Rutland's historic downtown offers beautiful historic architecture boasting 108 buildings on the National Register of Historic Places. [Rutland Regional Medical Center](#) is Vermont's second-largest healthcare facility.

## **QUALIFICATIONS**

The board seeks a student-centered leader who is a collaborative problem-solver and skilled in relationship building. The successful candidate will be open-minded, transparent, and pragmatic with demonstrated experience in engaging a school community to implement the district's strategic plan..

The ideal candidate will be:

- a proactive communicator who enjoys and welcomes listening to and engaging with multiple and diverse stakeholder groups

- a confident and diplomatic leader with the wisdom and courage to productively resolve challenges and achieve unity through a collaborative approach to school governance
- an approachable, calm, and caring educational mentor committed to elevating and inspiring all to a higher level of personal and professional accountability and achievement
- an agent of continuous improvement
- committed to social justice, diversity, and inclusion
- committed to the Rutland City Public School District Strategic Plan and its [Vision/ Portrait of a Graduate](#)

## **CREDENTIALS**

Evidence of Vermont licensure as superintendent of schools or being appropriately licensed on or before the first day of employment

## **EDUCATION/ EXPERIENCE:**

- Advanced degree in administrative studies
- Administrative experience
- Classroom teaching experience preferred

**POSITION TYPE:** Full-time

**SALARY:** Competitive salary based on experience and qualifications

## **TIMELINE**

Applications will be reviewed as they are received. Preference will be given to applications received by November 18, 2025

- DECEMBER 2/3: First-round interviews
- DECEMBER 9: Semi-finalists' interviews
- MID-DECEMBER: : Finalists determined; BOARD INTERVIEWS
- July 1, 2025: Start date

Only completed, online applications at [School Spring](#) will be accepted. Online applications must include a profile, letter, resume, references, transcripts, and certifications. Minority applicants are encouraged to apply.

Questions may be addressed to:

**Elaine Pinckney, Consultant**  
**[efpinck@gmail.com](mailto:efpinck@gmail.com)**

Rutland City Public School District is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal

laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.