

**EXECUTIVE OPPORTUNITY**  
**AN INVITATION TO APPLY FOR THE POSITION OF**  
**SUPERINTENDENT OF SCHOOLS**  
**REGIONAL SCHOOL UNIT 21, MAINE**  
**ARUNDEL, KENNEBUNK & KENNEBUNKPORT**

The Regional School Unit 21 (RSU 21) Board of Directors is inviting candidates to apply for the position of Superintendent of Schools. The Board is seeking a leader who values people, relationships, and the power of a shared vision; someone who believes deeply in the potential of every learner and every employee. Nestled in the stunning coastal communities of Kennebunk, Kennebunkport, and Arundel, RSU 21 offers the unique opportunity to live and work in one of Maine's most picturesque and vibrant regions. The district serves approximately 2,300 students across six schools and is known for its dedicated educators, talented staff, supportive families, and strong community partnerships. RSU 21 is consistently recognized as one of Maine's top-performing districts, with a deep commitment to inclusive, high-quality education. With a strong foundation in academics, the arts, and co-curricular programs, and the charm and natural beauty of our coastal setting, RSU 21 offers an inspiring environment to make a lasting impact.

**Vision & Values**

RSU 21 believes great schools are built through collaboration, compassion, and continuous growth. The district is seeking a leader who can help navigate this important work with clarity, empathy, and purpose. They work hard to ensure that every student, whether they need specialized services, more advanced learning, or anything in between, receives what they need to thrive.

RSU 21 adopted a new [strategic plan](#) in Spring 2024 and is looking for a leader to continue to implement its strategic focus areas of student success, a professional and engaged workforce, fostering partnerships and strong relationships, and operational excellence. The new superintendent will play a critical role in fostering open communication, transparency, and meaningful relationships with students, staff, families, and the broader community. The district seeks a leader who can bring people together and guide the decisions that reflect the values and voices of the school community, while staying aligned with the strategic vision.

**About RSU 21**

RSU 21 includes six schools and over 700 staff:  
Kennebunk Elementary School (Grades PK–2): 380 students  
Sea Road School (Grades 3–5): 310 students  
Mildred L. Day School (Grades K–5): 230 students  
Kennebunkport Consolidated School (Grades K–5): 195 students  
Middle School of the Kennebunks (Grades 6–8): 470 students  
Kennebunk High School (Grades 9–12): 675 students

**Financial Overview (FY 2024-FY 2025 figures)**

Total Budget: Approximately \$59 million  
Federal Funding: About \$1.35 million  
State Subsidy: Over \$6 million  
Federal and state funding support essential services such as special education, school nutrition programs, and academic interventions.

**Qualifications**

The ideal candidate will bring:  
A student-centered philosophy and a passion for educational equity  
Proven success as a superintendent or district-level leader with experience managing large educational organizations.  
Experience with implementing strategic plans and driving measurable progress toward goals  
Strong knowledge of Multi-tier Systems of Support (MTSS), special education, and early childhood systems  
Demonstrated success in leading teams, fostering collaboration, and building consensus  
Experience with district or organizational change, especially in times of transition  
Vision for technology integration and future-ready learning  
Experience with long-range planning, including capital plan development  
Ability to build and manage a large operating budget

Ability to create a school culture of respect, inclusivity, and high expectations for all students  
Advanced degree in Educational Leadership or a related field; Doctorate preferred  
Maine DOE Superintendent certification (or eligibility)

### **Compensation**

RSU 21 offers a competitive salary and benefits package, commensurate with experience and qualifications. A multi-year contract will be offered to the right candidate.

### **Timeline & Appointment Process**

The deadline for submitting applications is **May 20, 2025**. The RSU 21 Board of Directors is committed to selecting a leader who reflects the district's values, vision, and priorities. The Board's goal is to appoint a permanent superintendent by June 30, 2025 with a start date subject to negotiation.

**For more information, please contact:** Dr. Mary Malone or Dr. David DeRuosi, RSU 21 Superintendent Search, NESDEC, 28 Lord Road, Marlborough, MA 01752; Phone: 508-481-9444, Email: [search@nesdec.org](mailto:search@nesdec.org)

**To access the application, please visit [www.nesdec.org](http://www.nesdec.org)**  
**<https://www.applitrack.com/nesdec/onlineapp/>**

### ***Equal Employment Opportunity***

*RSU 21 is an equal opportunity employer. We strive to be a welcoming and inclusive community that supports the safety and well-being of all of our students, faculty, and staff. We are committed to implementing programs and practices that support diversity, equity, and inclusion. As a part of this commitment, we welcome all applicants. RSU 21 does not discriminate based on race, color, gender, gender identity, orientation, disability, religion, age, national origin, sex, pregnancy or parental status, sexual orientation, disability status, genetic information, political affiliation, military service, or any other status protected under federal, state, or local law. If you are a person of color, LGBTQ+, disabled, or belong to any protected class, we encourage you to apply. Our diversity strengthens our mission to produce global citizens.*