



Bristol Borough School District Superintendent of Schools Position Announcement July 2026



The Board of School Directors of the Bristol Borough School District is seeking an exceptional educational leader to serve as its next Superintendent of Schools.

The Board is seeking a highly visible and approachable educational leader who embraces the opportunity to know students, staff, and families personally while working collaboratively with the Board of School Directors to establish a clear educational vision. In Bristol Borough, the Superintendent is expected to be more than the Chief School Administrator—they are an active member of the community whose visibility, accessibility, and relationships help define the culture of the District.

ABOUT THE BRISTOL BOROUGH SCHOOL DISTRICT

Established in 1681, Bristol Borough is a small, beautiful, historic community, located 22 miles northeast of Philadelphia along the scenic Delaware River. The School District proudly serves approximately 1,100 students at Snyder-Girotti Elementary School and Bristol Borough Junior-Senior High School. The school district employs approximately 190 dedicated staff members with a 2025-2026 operating budget of \$27,287,520.

Bristol Borough is known for being a small riverfront community with more than three centuries of history. Residents value strong public schools, close community connections, and a school district where students are known as individuals and families are active partners in education.



THE OPPORTUNITY

The successful candidate will demonstrate strength in the following areas:

Academic Leadership: The Superintendent will possess a strong instructional background and a demonstrated record of improving student achievement. The successful candidate will hold staff and students accountable to district expectations, championing high standards for academics and instruction, college and career readiness, and continuous improvement across all grade levels.

School Safety: The Board seeks a leader who places the highest priority on maintaining safe, secure, and welcoming schools. The Superintendent will possess knowledge of school safety planning, emergency preparedness, student wellness, behavioral supports, and collaborative partnerships with law enforcement and community agencies.

Financial Oversight: The successful candidate will demonstrate exceptional financial leadership, including expertise in budgeting, resource allocation, long-range financial planning, grant development, and responsible stewardship of taxpayer resources. The Superintendent must balance fiscal responsibility with the educational needs of students while communicating financial decisions clearly and effectively to the Board and community.

Visible Community Leadership: The Superintendent will be an active and engaged presence throughout the District and Bristol Borough. The Board seeks a leader who enjoys attending student activities, meeting with families and staff, collaborating with local organizations, and serving as a visible ambassador for the District. The successful candidate will build trust through accessibility, thoughtful communication, and authentic relationships.





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POSITION REQUIREMENTS

- PA Letter of Eligibility
- Strong academic credentials (Doctorate preferred)
- K-12 experience as a teacher, school leader, or central office administrator
- Strong management and financial skills
- Curriculum and instructional experience at all levels of education

COMPENSATION, TIMELINE, & HOW TO APPLY

A regionally competitive salary and benefits package will be offered to the successful candidate. Preferred start date within ninety (90) days of offer acceptance.

Applications must be received no later than **11:59 PM on Sunday, August 2, 2026**.

Please submit the following materials in a single email as separate attachments to BBSDSearch@BucksIU.org.

- Letter of interest
- Curriculum vitae or résumé (maximum of three pages)
- Valid Pennsylvania Letter of Eligibility
- Three letters of recommendation
- Educational transcripts confirming degree completion
- Recent writing sample demonstrating your ability to communicate to a school district community and/or with a school district Board of School Directors

Consideration is limited to applicants who submit all of the above required documents by the deadline date. Finalist candidates will be subject to a comprehensive background check and executive screening conducted by an independent third-party firm.

INQUIRIES AND ADDITIONAL INFORMATION

This search is being conducted by the Bucks County Intermediate Unit (Bucks IU). To ensure a fair and confidential process, candidates should direct all inquiries solely to the Bucks IU team members listed below. Applicants should not contact members of the Bristol Borough Board of School Directors or district staff.

Questions may be directed to the Bucks IU personnel below:

Dr. Mark Hoffman, Executive Director

MHoffman@BucksIU.org 215-348-2940 Ext. 1101

Rebecca Roberts-Malamis Esq., Deputy Executive Director and In-House Legal Counsel

RMalamis@BucksIU.org 215-348-2940 Ext. 1150

More information can be found at <https://bit.ly/BristolBSuperintendent> and on the district website at <https://www.bbsd.org/>.

