



Dear RSU 10 Community,

It is with a profound sense of pride and dedication that I write to you today as your incoming Superintendent of Schools. Having served as an administrator in RSU 10 for over 25 years, I have had the privilege of witnessing firsthand the resilience, talent, and heart that defines our communities. This transition is more than just a change in title for me; it is a commitment to lead RSU 10 into our next great chapter.

My vision for our district is both clear and ambitious: **RSU 10 will become the best rural school district in Maine.** We already have the foundation of a strong work ethic, deep commitment to our students, and communities that care. Before us is the opportunity to fully tap into our collective potential. When we bring that work ethic and potential together with purpose and focus, we will elevate the outcomes for our students. We will set the standard of excellence for rural education across the entire state. To achieve this, the focus will be on five core principles:

1. Cultivating a Safe and Belonging Environment

Safety is the prerequisite for learning. Beyond physical security, we must ensure that every school in our district is emotionally safe for students and staff alike. When people feel seen, heard, and appreciated, they are empowered to take the intellectual risks necessary for growth.

2. Sustainable Integrity in Programming

This is a commitment to invest in initiatives that are evidence-based, fiscally responsible, and built to last. We will focus on doing a few things exceptionally well rather than many things sporadically. We will also implement programs to the best of our ability and to follow them as they are designed.

3. Professionalism Paired with Support

Together RSU #10 will hold a high bar for our district. Expecting professionalism from every member of our team. However, high expectations without support is a recipe for burnout. We will pair these standards with the necessary professional development, resources, and wellness focus to ensure our staff can thrive alongside our students.

4. Putting Our Mission into Action

Our mission is to engage all students to help them reach their potential. "Engaging" is an active verb. We are moving past the "what" of our mission and focusing deeply on the "how" ensuring that every day, in every hallway, we are making good on that promise. The days of "Sit and Get" need to be put where they belong, in the past. Once basic skills are acquired we need to apply them to achieve a 21st century education that motivates students to learn and prepares them for the future.

5. Shared Accountability for Growth and Excellence

Accountability must be a shared commitment. We will foster a culture where students, staff, and leaders take ownership of their growth academically, personally, and professionally. This means setting clear expectations, using data to inform decisions, and engaging in honest reflection about our progress. Accountability is not about blame, it's about responsibility, continuous improvement, and collective pride in our outcomes.

RSU 10: Here For All Kids

At the heart of everything we do is a simple belief: RSU 10 is here for all kids. This isn't just a slogan—it's our commitment. The best way to strengthen and grow our community is through public education. To accomplish that we must believe that every student belongs here and can succeed. Whether a student excels, struggles, or needs specialized support, they have a place in RSU 10. We don't give up on kids—because our community depends on every one of them becoming an educated, contributing member of society. We adapt. We innovate. We challenge. And above all, we stand firm in our commitment to advocate for every child who calls our community home.

I will be hosting an afternoon of introductions and listening in the cafeteria at Buckfield Junior Senior High School on May 12th and in the cafeteria at Mountain Valley Community School on May 13th. Both dates will be from 5:00-6:30.

It is my honor to serve our communities and I look forward to walking this path with you.

Warmly,



Matthew Gilbert
RSU 10 Educator

