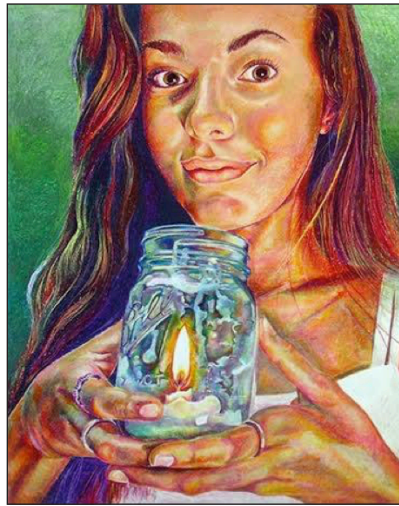


SUPERINTENDENT OF SCHOOLS

Masconomet Regional School District
Boxford • Middleton • Topsfield



A unique opportunity to
lead the schools in an
engaged, collaborative
academic community



The Masconomet Regional School Committee is seeking an academic leader, skillful communicator, and experienced professional administrator to become Superintendent of our committed, collaborative, high achieving school district.

THE MASCONOMET REGIONAL SCHOOL DISTRICT SEEKS A NEW SUPERINTENDENT

Following the retirement of our well-respected Superintendent, the communities and families of Boxford, Topsfield, and Middleton (the tri-town) seek an exceptional educator to lead the Middle and High schools on the Masconomet Regional School District campus, located 20 miles north of Boston along I-95 in Boxford, Massachusetts. Our schools provide nurturing environments and rich academic experiences for our children, with positive partnerships between students, faculty, staff, administrators, and community stakeholders. We aim to hire a natural leader who will help us realize and build upon our strategic vision for our schools, inspire collaboration and excellence amongst faculty and staff, and be the public face of our dynamic, educational community.

OUR EDUCATIONAL VISION ("VISION 2025")

- Student learning is highly interdisciplinary and connects students to solving real-world problems.
 - Students feel safe, happy, emotionally secure, and physically well. They are builders of a culture of respect and kindness.
 - Curriculum and instruction is learner-centered: All students are achieving the same standards in multiple ways and can demonstrate their learning through a variety of different assessments.
 - Instruction is personalized to the individual learning styles and unique needs and interests of ALL students.
 - Our students are culturally sensitive, globally aware through their study and experiential learning, and they act confidently with an understanding of their impact on the world.
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THE TOWNS AND SCHOOLS OF THE MASCONOMET REGIONAL SCHOOL DISTRICT

Boxford, Middleton and Topsfield are three rural towns that share the small town feel, each with its own distinct characteristics. **Boxford** has almost no commercial development and is heavily forested with many scenic hiking trails and numerous lakes, ponds, streams and wildlife. **Middleton** walks the line between its agrarian roots and rapid town development of industry, commerce and light manufacturing. **Topsfield** is best known as the home to the Topsfield Fair, America's Oldest Agricultural Fair, and features rolling hills, running rivers and a classic New England town common. This tri-town community attracts successful professionals who tend to work in and around Boston while enjoying easy access to northern New England and the seacoast, and community involvement through a broad range of artistic, recreational, and civic opportunities.

The Masconomet Regional School District, otherwise known as "Masconomet" (Mass-kuh-NAH-met) or simply "Masco", educates students in grades 7-12 from these three towns in two joined school buildings that are located on a single campus.

The School District is governed by a single school committee that is comprised of eleven members from the three towns. The District's Regional Agreement requires that the annual budget be approved by two of the three towns and any large capital spending be approved by all of the towns.

Elementary school children in grades pre-K through six attend the three towns' elementary schools under the management of a separate Superintendent. Together the Superintendents of Masconomet and the elementary Tri-Town School Union oversee the education of our children in such a way that our individual towns' programs can remain distinct at the elementary school level, yet provide a common foundation and diverse opportunities for everyone.

QUICK FACTS ABOUT MASCONOMET REGIONAL SCHOOL DISTRICT

WHAT SETS MASCONOMET APART FROM OTHER DISTRICTS?

- The students and faculty are highly engaged and active in shaping the educational experience, frequently receiving honors for their achievements and contributions.
- The faculty are collegiate in nature, coaching one another and collaborating whenever possible.
- The tri-town communities actively contribute to learning through: the Masconomet Educational Foundation (MEF); Tri-Town Council Youth and Family Services (TTC); Special Education Parent Advisory Committee (SEPAC); Masco Parent Advisory Committee (PAC); Arts, Academic and Sports booster groups; and others.
- Student achievement and academics are already high, with strong school committee support to further develop innovative teaching methods and programs.
- All of the arts are strongly supported, with numerous students continuing on to top design and arts schools around the country each year.
- The district continues to invest in its programs and facilities. Some recent initiatives: Vision 2025, a roadmap for innovating the educational experience for our learning community over the coming years; the addition of a Science, Technology, Engineering, and Math (STEM) lab with STEM classes in both the Middle and High Schools; and the District Capital Investment task force that is planning for the preservation of the District's facilities.

MASCONOMET REGIONAL SCHOOL COMMITTEE

William Hodges, Chair
Tasha Cooper, Vice Chair

Boxford members

Kristen DeMarco
Carolyn Miller
David Rivers
Daniel Volchok

Middleton members

Joseph Ciampa
Tasha Cooper
Arete Pascucci
Kosta Prentakis

Topsfield members

Zillie Theodoros Bhaju
William Hodges
John Spencer

QUICK LOOK

Middle School (7-8): 631 students

High School (9-12): 1,157 students

Annual Operating Budget: \$35.8M

Building Level Staff:

Principals (2)
Assistant Principals (3)
Nurses (2)
Athletic Director
Faculty (140)
Administrative Support Staff (10)
Paraprofessionals and Aides (44)

District Administration:

Superintendent
Assistant Superintendent for Finance and Operations
Assistant Superintendent for Student Support Services
Assistant Director of Special Education
Team Chair

ELL Coordinator
Director of Health Services
Director of Guidance
Director of Operations
Director of Technology
Network Administrator
Data Specialist
Director of Digital Learning
Technology Coordinator
Director of Security
Academic Department Chairs (9)

District Support Staff:

Building & Grounds and Maintenance (6)
Technical Support (4)
Administrative Support Staff (9)

Superintendent salary:

Competitive and commensurate with experience.

THE MASCONOMET SUPERINTENDENT LEADERSHIP PROFILE

The next Masconomet Regional School District Superintendent will have an opportunity to collaborate with a community committed to education, and continue to build on the growth and new initiatives seen over the past decade. Our new Superintendent will be dedicated to the district and will be:

- A champion for secondary education in the community, leading development and a collaborative spirit amongst teachers, administrators, parents and community stakeholders
- A strategic and innovative thinker, willing to take risks and embrace change
- An experienced professional with outstanding interpersonal and management skills; able to navigate complexity with organizations, finances and budgets
- Passionate about lifelong learning, with classroom teaching experience and deep knowledge of special education
- A driven leader with a focus on student achievement, a history of community and parent collaboration and an ability to motivate others
- Prepared to support the new ideas, energy and enthusiasm of an active School Committee, as well as organize, guide and inform the committee's efforts and decisions
- An engaged and inspirational thought partner with a vision for growth as well as excellence, and a commitment to educating the whole child
- A flexible negotiator, able to work with the three towns in budgeting for district operations and capital preservation.

TIME LINE 2018-2019

October 26	Deadline for submitting applications
November 2	Semifinalists selected
Weeks of November 12 and 27	Semifinalist interviews
Week of November 27	Finalist selected
Week of December 3	School Committee site visits
Week of December 10	Finalist site visits and interviews
Prior to December 31	School Committee votes to appoint Superintendent
July 1, 2019	Superintendent begins



APPLICATION PROCESS

Submit applications electronically to: gkoocher@masc.org

or mail to: Glenn Koocher

Masconomet Superintendent Search

MASC

One McKinley Square, Boston, MA 02109

Please submit all of the following together prior to 3 p.m. on October 26th, 2018:

- A personal statement describing your major educational accomplishments and the leadership and organizational skills you will bring to Masconomet (no longer than 500 words)
- An up-to-date resume
- A copy of your Massachusetts superintendent license, or evidence that you are eligible for licensure as a superintendent in Massachusetts
- Evidence of the highest degree earned (copy of diploma, license and/or certificate)
- Two or three recent letters of reference (from the past two years)

The Masconomet Regional School District is an Equal Opportunity/ Affirmative Action Employer. It does not discriminate on the basis of race, color, religion, national origin, age, gender, sexual orientation, gender identity, or disability in admission to, access to, employment in, or treatment in its programs and activities. Every available opportunity will be taken in order to ensure that each applicant is selected on the basis of qualifications, merit and ability.