

Superintendent Position, Newton, MA

Newton Public Schools is a high-performing district guided by core values of excellence, innovation, respect, and responsibility. Newton is a city of about 83,000 people located eight miles west of Boston serving over 11,600 students in our integrated pre-schools, fifteen elementary (K-5), four middle (6-8), and two high (9-12) schools. The diverse student population includes 5.6% low income, 18% from families speaking a second language at home, and 29% students of color. Newton Public Schools maintains a staff of over 1700 employees and manages a budget of \$165 million.

Newton's educational philosophy includes a strong commitment to academic excellence, 21st Century learning, respect for human differences, inclusive schools, quality professional development, and a high level of communication among students, staff, parents, and community. Visit our website at www.newton.k12.ma.us.

Application submission is ongoing with slate presented at the beginning of February. A nationally competitive salary will be offered.

We encourage applications from candidates who have a strong commitment to active anti-racism. AA/EOE

Desired Characteristics / Profile:

The Newton Public School system seeks a Superintendent who is:

1) An Educational Leader—

Who cares deeply about children; is committed to educating the "whole child"; is devoted to a broad range of teaching and learning styles; is student-focused and results-oriented; who values and respects our educators and shows it; who can articulate a vision and has a demonstrated track record of making it happen.

2) A Champion of Innovation—

Who will build on the strengths of our school system; who dares to take risks and think boldly about our schools; who incorporates best educational practices from within and outside of Newton; who empowers all stakeholders to generate and implement new ideas.

3) A Team Leader and Builder—

Who facilitates and harnesses the collective wisdom of our school system; hires and retains great people; assembles a strong team; has strong interpersonal skills; makes and defends hard decisions; who is committed to the diversity that distinguishes Newton.

- 4) **An Ambassador for our Schools—**
Who is a politically savvy advocate for Newton Public Schools; who communicates the accomplishments, challenges, and importance of our school system to the greater community; who can enlist community support.

- 5) **A Proven Managerial Leader—**
Who thinks creatively about how we allocate resources in our system; who builds a team with strong financial acumen and managerial expertise; who delegates, fosters accountability, and provides autonomy/flexibility to manage resources.

Background Statement

Based on substantial input from key stakeholders (educators, administrators, community members, students), the Search Committee engaged in a robust conversation about Newton's next Superintendent. What emerged is the Superintendent Profile detailed above, which is more than simply a list of characteristics. Rather, the Search Committee painted a picture of the personal and professional qualities for Newton's next Superintendent, individually and in relationship to staff, students, and the community at large.

The Search Committee grappled with questions of the necessary experience for a new Superintendent, specifically whether he/she must have: experience as a Superintendent or Assistant Superintendent, a doctoral degree, teaching or principal experience, and/or a background in management and finance.

Search Committee response: The most important criterion is that Newton solicits candidates who best match the Superintendent Profile described in this report. While the Search Committee felt that strong written and verbal skills are required and that the individual needs to have done university-level training in leadership, the group did not endorse a hard and fast requirement that the individual either have a doctorate or previous experience as a Superintendent. While the likelihood is that Newton's next Superintendent will have both, the Search Committee wants Newton to retain the flexibility to hire the best next leader for Newton.

The Newton School Committee endorsed the Superintendent Profile and Background Statement on December 14, 2009.