SELECTION CRITERIA

- Leads with a vision for growth and excellence focused on developing lifelong learners within all student populations and on striving for excellence at every grade level.
- Understands and believes in the philosophy of educating the whole child including the role of social emotional learning in a student's success
- Demonstrates knowledge of how to use data driven decisions to best utilize programs and services to bridge the achievement gap for all learners
- Selects instructional priorities and curriculum consistent with the interests and needs of students and spearheads the district leadership team in implementing experiential learning experiences such as Project Based Learning
- Demonstrates strong budget knowledge through the ability to effectively forecast long and short-term budget needs, clearly explains the proposed budget, needs and priorities, and supervises the development of the annual budget and recommendations to the school committee
- Analyzes the fiscal effectiveness of district programs, personnel and services for their effectiveness in closing the achievement gap and cost efficiencies
- Fosters a culture that promotes continuous learning and improvement on the part of all staff and administrators through the timely implementation of the Massachusetts educator evaluation system
- Develops and implements appropriate personnel procedures consistent with collective bargaining agreements, school committee policies and state and/or federal laws
- Makes administrative decisions necessary for the effective and efficient operations of school
- Leads and mentors an administrative team to implement and enhance the strategic plan
- Communicates effectively to all constituents, both written and verbally
- Develops and enhances partnerships with parents, community stakeholders, business, higher education, state and local authorities

COMMUNITY PROFILE

The Dudley-Charlton Regional School District has a very proud history. Established by the rural, agricultural towns of Dudley and Charlton in 1970, the district became operational in 1973 with the opening of Shepherd Hill Regional High School in Dudley. The district graduated its first class of its new high school in June 1974. Both towns abound with green, rolling meadows, lakes, ponds and stunning hilltop vistas. Dudley is a college town with Nichols College within walking distance from the high school. Charlton features easy access to major highways, an attractive town green and center and many businesses such as The Overlook and Karl Storz.

Both communities are considered by residents to be caring, family-friendly communities that value education. In the spring of 2018 both communities successfully passed Prop 2 ½ overrides for a total of $3 million to support education. The Dudley-Charlton Educational Foundation supports the district by awarding grants to teachers, providing over $268,398 in grants since it was established in 2008.

The Dudley-Charlton Regional School District educates over 3,800 students in seven schools. Many families seek out the communities for their flourishing school system, and school size, which afford students the opportunity to know and be known by their schools and community. The four-tiered system (PK-1, 2-4, 5-8, 9-12) clusters students in grade level divisions in both communities to foster optimum academic, social and emotional development. The culture of the district is centered around dedication to the education of students. Over 187 staff members have worked in the district 15+ years and more than 50% of our employees live within the two communities.

In an effort to nurture learning at every level, the district offers a strong Pre-K to 12 curriculum. An exceptionally skilled staff of teachers, administrators and support personnel continually work to ensure that children have the resources and support they need to learn and succeed. The educational program is bolstered by a wide-variety of extra-curricular and enrichment programs. Dudley- Charlton Regional School District is proud of the many awards and achievements for its students in the areas of academics, athletics and the arts. The graduation rate for students was 84% for the Class of 2018

An invitation to apply for

Superintendent of Schools

Dudley-Charlton Regional School District

Dudley, MA

Please visit our school district website at:
www.dcrsd.org

Mission Statement
To advance the knowledge and well being of our children and our community

The Dudley-Charlton Regional School Committee is an equal opportunity/affirmaive action employer.

THE POSITION

The Dudley-Charlton Regional School Committee is seeking an exceptional leader to apply for the position of Superintendent of Schools. Applications are being solicited from individuals who have proven educational experience as a dynamic Instructional Leader who can lead and motivate all stakeholders. The Superintendent of Schools will be leading a dedicated staff who are committed to achieving the highest standards of excellence in educational programs and operating systems.

COMPENSATION

- Salary commensurate with experience; multi-year contract; benefits negotiable

QUALIFICATIONS

- Licensed as a Superintendent of Schools in Massachusetts
- Master's degree required; advanced degree preferred
- Ten (10) years of successful work experience in education, including five years in administration; with no less than three years classroom teaching experience

APPLICATION PROCESS

For further information please contact:
Dudley-Charlton Regional Search; c/o Tracy Novick
Massachusetts Association of School Committees
One McKinley Square, Boston, MA 02109
Phone: (800)392-6023; Fax: (617)742-4125
Email: amartin@masc.org (application forms)
Application online: www.masc.org

Completed applications and information must be received at the location and faxed on or before **NOVEMBER 30, 2018** at 3:00 p.m. EDT. The appointment will be made prior to **MARCH 1, 2019** with an anticipated starting date of **JULY 1, 2019.**

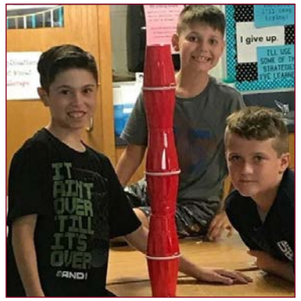
THE SCHOOL DISTRICT

Student Enrollment 2018-2019 (preK-12): 3,800

Budget (FY19): $53,155.649

Administration and Staff

Superintendent
Director of Finance and Operations
Treasurer (PT)
Director of Curriculum, Instruction and Student Assessment
Director of Special Education
Director of Technology
Director of Food Services
STEAM Director
High School Principal
High School Assistant Principal (2)
Middle School Principal (2)
Middle School Assistant Principal (2)
Elementary Principal (4)
Teachers (326)
Instructional Assistants (82)
Nurses (7)
Secretaries/Administrative Assistants (19)
Data Specialist



School Buildings (number of students)

Shepherd Hill Regional High School, Dudley (9-12) (1,112)
Dudley Middle School, Dudley (5-8) (555)
Charlton Middle School, Charlton (5-8) (678)
Dudley Elementary School, Dudley (2-4) (372)
Heritage Elementary School, Charlton (2-4) (452)
Mason Road School, Dudley (PreK-1) (282)
Charlton Elementary School, Charlton (PreK-1) (347)

DUDLEY-CHARLTON REGIONAL SCHOOL COMMITTEE

Pauline J. Aucoin, Chair
Mary N. Antocci, Vice Chair
Cathleen A. Carmignani
Catherine M. Kabala
Elaine M. Rabbitt
Stephanie A. Reed
Jamie L. Terry

TIMELINE 2018-2019

November 30	Deadline for submitting applications
Week of December 10th	Semi-finalists selected
January 2018	Semifinalist Interviews
January 23	Finalists announced
February 2019	Site visits/interviews
February 27	Vote to appoint Superintendent
July 1, 2019	Superintendent begins