SUPERINTENDENT OF SCHOOLS
Lynn, Massachusetts

POSITION SUMMARY
The Lynn School Committee is seeking applications for the next Superintendent of the Lynn Public Schools. The City of Lynn is poised for growth and will count on the Lynn Public Schools to prepare the next generation to lead by educating its students, diverse in their backgrounds, needs and goals, with excellence and innovation. The Superintendent is the chief executive officer of the Lynn Public Schools. The successful candidate must be licensed, or eligible for licensure, as a Superintendent of Schools in Massachusetts. The candidate shall also have also a master’s degree, with a preference for a doctorate or advanced degree, and at least 12 years of school administration and teaching experience in urban districts. The School Committee offers a multi-year contract with a flexible salary in the range of $230,000 annually based on qualifications, experience and negotiations. It should be known that the Superintendent position is exempt from a residency requirement. The School Committee is committed to building a diverse staff and strongly encourages applications from multilingual candidates and candidates of color.

The application deadline is 3:00pm on October 14, 2022 with a projected starting date of July 1, 2023 or per availability. The brochure and application should be requested from Glenn Koocher, Lynn Superintendent Search, Massachusetts Association of School Committees, One McKinley Square, Boston, MA 02109; Phone: (617) 523-8454 (office); 617-733-0497 (cell); Fax: (617) 742-4125; e-mail: gkoocher@masc.org or amartin@masc.org or for download on the MASC Web Site: www.masc.org. All communications should be directed through the search consultant. Applicants should not contact the school committee members.

ABOUT LYNN PUBLIC SCHOOLS
Lynn is a seaside urban district located on Boston’s north shore. The city is known for its contemporary public art, historic architecture, downtown cultural district, and public parks and open spaces, which include the oceanfront Lynn Shore Reservation and Lynn Woods Reservation. Home to an international population, Lynn Public Schools services almost 17,000 students across 18 elementary schools, 3 middle schools, 2 comprehensive high schools, 1 new early college high school at North Shore Community College, 1 vocational school, and 1 alternative Jr/Sr high school. We are a linguistically rich community with 60% of our students speaking two or more languages.

OUR VISION AND CORE VALUES
Drawing upon the strength of our community, our families, our students, and our partners, Lynn Public Schools commits to fulfilling the intellectual, physical, and social-emotional potential of all our students. We work together so our students learn to thrive, advance, and impact the greater community and the world.

The Lynn Public Schools is committed to our Core Values:

__________________________________________________________________________


Inclusiveness  
Shared Responsibility  
Collaborative Relationships  
High Expectations  
Inspiring Life-Long Learning

*Lynn Public Schools is dedicated to the goal of strengthening an environment and school culture that honors and celebrates diversity and responds effectively to the social-emotional experiences of every student and family: [LPS Strategic Plan]*

**MAJOR DUTIES**
As the chief executive officer of the Lynn Public Schools, the Superintendent:

1. Prepares and implements annual budget for the district after adoption by the School Committee. Provides effective fiscal management consistent with the district’s goals and vision along with state and federal mandates.
2. Develops strong educational programs through curriculum, personnel administration, and budget control in meeting the district’s vision. Has a strong commitment to social-emotional learning, vocational education, special education, and multilingual support.
4. Build relationships with unions and assures adherence to collective bargaining agreements.
5. Monitors and measures school improvement/effectiveness under the state accountability and assessment system. Makes policy recommendations to the School Committee through the use of appropriate personnel, adoption of curriculum, and teaching materials.
6. Works in concert with the Mayor and City Council on a variety of citywide issues, including efforts to build new and maintain existing school building facilities.
7. Demonstrates an effective and accessible leadership style that is inclusive, open-minded, and decisive. Keeps the public informed about current educational practices, educational trends, and the policies, practices, successes, and challenges of the schools.
8. Promotes and encourages diversity, equity, and inclusion across the district. Maintains a focus on eliminating opportunity gaps among students and families.

**SELECTION CRITERIA**
The next Superintendent will be selected based upon:

1. Demonstrated experience in urban districts as an educator and administrator, preferably with low-income students, multilingual learners and students with disabilities.
2. A proved record of accomplishment as a central office administrator, improving student achievement for ALL students. A willingness to make difficult decisions in the best interests of students and families.
3. Strong communication and interpersonal skills necessary to work collaboratively with the School Committee and City Council, staff, students/families and the community.
4. Knowledge and understanding of school finance, facilities including capital projects, local/state legislative processes, with a strong command of Massachusetts curriculum, educational policies and law.
5. Preferred fluency in Spanish.

QUALIFICATIONS

- Licensed, or eligible for licensure, as a Superintendent of Schools in Massachusetts;
- Master’s degree required, doctorate preferred; and
- At least 12 years of school administration and teaching experience in urban districts.

Reports To: Lynn School Committee
Evaluated By: Lynn School Committee

A multi-year contract will be offered with a flexible salary in the range of $230,000 annually based on qualifications, experience and negotiations with the Lynn School Committee.

In accordance with the MA General Laws, Chapter 30A, Section 21 (Open Meeting Law), the applications, initial screening and interviews of candidates will be confidential until such time as candidates are acknowledged for the semifinal, public stage of the search process.

It is the policy of the Lynn Public Schools not to discriminate on the basis of race, color, national origin, age, sex, gender identity, religion, sexual orientation, home status or disability in admission to, access to, treatment in, or employment in its programs and activities in compliance with Title VI and VII of Civil Rights Act of 1964, Title IX of the 1972 Education Amendments to the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and M.G.L., Ch. 76. Sec. 5, M.G.L., Ch. 151B, and M.G.L., Ch. 151C.

The Lynn School Department accepts all state and federal laws regarding the possession and/or use of illegal drugs as binding on its employees and, therefore, all employees are prohibited from possessing, using, or distributing illicit drugs or alcohol on premises or at any school-sponsored activity.