An exciting opportunity to lead the state’s fourth largest district and diverse student body in a vibrant Gateway City.

Candidates of color and multilingual candidates are encouraged to apply.
LYNN PUBLIC SCHOOLS COMMITMENT

MISSION
The Lynn Public Schools commits to providing our students with a safe inclusive learning environment that inspires and promotes individual academic and personal growth.

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

QUALIFICATIONS
The Lynn School Committee is seeking a 21st century education leader to become its next Superintendent of Schools. The successful candidate will have a long-term vision to guide the district to achieve its best and inspire others: students, parents and families, faculty, administrators and the community.

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

SELECTION CRITERIA
The next Superintendent will be selected based upon:

• Demonstrated experience in urban districts as an educator and administrator, preferably with low-income students, multilingual learners and students with disabilities.
• A proven 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.
• Communication and interpersonal skills necessary to work collaboratively with the School Committee and City Council, staff, students/families and the community.
• Understanding of school finance, facilities including capital projects, local/state legislative processes, with a strong command of Massachusetts curriculum, educational policies and law.
• Preferred fluency in Spanish.

LYNN SCHOOL COMMITTEE
Mayor Jared Nicholson, Chair
Donna Coppola, Vice Chair
Mary Jules, Secretary
Brian Castellanos
Lorraine Gately
Dr. Tiffany Magnolia
Lennin Pena
Eric Dugan
CORE VALUES: The Lynn Public Schools community celebrates that we live in a rapidly changing, increasingly diverse and connected world. In our partnered effort to prepare students for this world, we are equally committed to:

- Inclusiveness
- Collaborative relationships
- High expectations
- Inspiring life-long learning

STUDENTS, STAFF AND SCHOOLS

**Races ......................% of District**
- African American ............ 7.9
- Asian .................................. 7.4
- Hispanic .............................. 69.1
- Native American .............. 0.3
- White ................................... 12.3
- Multi-Race, Non-Hispanic .... 3.1

**Selected Populations ........% of District**
- First Language not English .......... 64.2
- English Language Learner .......... 33.1
- Low-income ........................................ 70.8
- Students With Disabilities ........ 48.6
- High Needs ........................................ 89.1

**Students: 16,256 (2021-2022)**
- Superintendent
- Deputy Superintendent(s)
- School Business Manager
- Director of Special Education
- Assistant Director of Special Education
- Director of Technology
- Transportation Director
- Assistant Director of Nursing and Health Services
- Assistant Director of Health and Physical Education
- Executive Director of Curriculum
- Assistant Directors of Curriculum
- School Principals
- Assistant Principals
- Program Specialists
- Teachers
- School Psychologists
- Guidance and School Adjustment Counselors
- Nurses
- Technology Staff and Assistants
- Paraprofessionals
- School Secretaries/Administrative Assistants/Clerks
- School Lunch Employees
- Human Resources
- Accounts Payable
- Welcome Center
- Executive Director of Social Emotional Learning
- Assistant Director of Social Emotional Learning
- Deputy Director of Multilingual Education

**School Buildings (Student Enrollment)**
- Aborn Elementary (238)
- Breed Middle (1,270)
- Brickett Elementary (316)
- Callahan Elementary (364)
- Classical High (1,823)
- Cobbet Elementary (589)
- Drewicz Elementary (464)
- Early College High (n/a)
- English High (2,165)
- Fallon Elementary (25)
- Fecteau-Leary High (90)
- Ford Elementary (447)
- Harrington Elementary (637)
- Hood Elementary (497)
- Ingalls Elementary (684)
- Lincoln-Thom. Elementary (208)
- Lynn Voc. Tech. Inst. (1,482)
- Lynn Woods Elementary (157)
- Thurgood Marshall Middle (1,275)
- Pickering Middle (549)
- Sewell-Anderson Elementary (283)
- Shoemaker Elementary (311)
- Sisson Elementary (442)
- Tracy Elementary (381)
- Washington S.T.E.M. Elementary (465)

**Operating Budget** (FY23): $207,300,000
COMMUNITY PROFILE
Lynn is a seaside urban district, located on Boston’s north shore, with more than 100,000 residents. 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 junior/senior high school. We are a linguistically-rich community with 60% of our students speaking two or more languages.

COMPENSATION AND SALARY
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 School Committee.

TIME LINE 2022
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 14</td>
<td>Applications due</td>
</tr>
<tr>
<td>October 17-28</td>
<td>Semifinalist interviews</td>
</tr>
<tr>
<td>November 14-December 2</td>
<td>Finalist site visits/interviews</td>
</tr>
<tr>
<td>Prior to January 5, 2023</td>
<td>Vote to appoint new Superintendent of Schools</td>
</tr>
<tr>
<td>July 1, 2023</td>
<td>Start date</td>
</tr>
</tbody>
</table>

APPLICATION PROCESS
Submit applications electronically to: amartin@masc.org

Please submit all of the following documents together. Review of applications will begin on October 14, 2022.

- A personal statement describing your major educational accomplishments and the leadership and organizational skills you will bring to Lynn (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 Lynn 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.