

MILTON PUBLIC SCHOOLS

Superintendent of Schools, Milton Massachusetts

Visit our Website: www.miltonps.org



QUALIFICATIONS

The Milton 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 and effective leadership skills 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
- Minimum of 10 years in education, including 5 years of central office and/or administrative experience and 5 years teaching experience

Information about our position and our district as well as how to file your application material is presented below.

SELECTION CRITERIA

- Evidence of accomplishment as a central office administrator, improving academic excellence and student achievement for all students through strategic and innovative leadership.
- Demonstrated track record of enhancing diversity, equity, inclusion, and belonging outcomes in the context of a diverse community.
- Proven ability to be a visible, accessible champion for education in the community, leading a collaborative spirit amongst teachers, administrators, parents/guardians and community stakeholders.
- Outstanding communication, interpersonal, and management skills, including change management; able to navigate complexity with organizations, finances and budgets, including building relationships with Local government leaders and employee unions.
- Understanding of school finance, facilities including capital projects, local/state legislative processes, with a strong command of Massachusetts curriculum, educational policies and law.
- Instructional leader with experience leading initiatives related to personalized learning, safe and supportive schools, and equity in learning

MISSION STATEMENT

The Milton Public Schools Educate, Challenge & Empower all students to achieve individual post-secondary goals and to be productive, caring, and contributing members of society.



Milton Public Schools is an Equal Opportunity Employer.

VISION

We, the Milton Public Schools, envision a district with excellent instruction in every classroom, where learning experiences are aligned with students' individual strengths and needs, and where attention to academic and social emotional growth are balanced so that every child achieves at high levels and develops a strong sense of self.

We see a district of intellectual discourse and professional learning at all levels—students, faculty, and administration- in which there are structures and processes for continual reflection, innovation, and data-driven decision-making.

We know that such a district is achievable if: we facilitate instruction that instills a passion for learning, curiosity, and critical thinking skills; we are committed to cultural competency; we foster a positive approach to the behavioral health of children; and we build strong partnerships with families and the community.

MPS has identified three strategic initiatives in a recently approved Strategic Plan for 2022-2027: Personalized Learning, Safe and Supportive Schools, and Equity in Learning. It is our belief that when these three initiatives are realized:

- students will experience a robust and academically rich school experience
- the district will experience growth in high stakes testing outcomes, and
- performance outcomes, such as achievement/opportunity gaps will be reduced and or eliminated.

CORE VALUES

- High Academic Achievement for all Students
- Excellence in the Classroom
- Collaborative Relationships and Communication
- Respect for Human Differences
- Risk-Taking and Innovation for Education



ADMINISTRATION AND STAFF

Superintendent of Schools
Assistant Superintendent for Curriculum and Human Resources
Assistant Superintendent for Business Affairs
Director of Pupil Personnel Services
Assistant Director of Pupil Personnel Services
Out of District Coordinator
Restorative Justice Coach
Director of Diversity, Equity, and Inclusion
Elementary Assistant Principals/Curriculum Coordinators
Middle School Vice Principals
High School Vice Principals
High School Science Department Head
K-5 Social Studies Coordinator
K-12 Math Director
K-8 Science Director
6-12 Social Studies Coordinator
District Wide Early Childhood Education Director
Director of School Counseling 6-12
Director of World Language

Director of Fine & Performing Arts
Director of Data and Analytics
Director of Educational Technology
Director of Information Technology
Director of Nursing
Athletic Director
Principals
Human Resources Specialist
Budget Analyst
Payroll Clerk
Accounts Payable Clerk
Facility Rental Coordinator
Transportation Director
Communication Specialist
Community Schools Director
Food Service Director
ELE Coordinator
Student Data/State Reporting Coordinator
Residency/Student Registrar
Family Outreach Liaison

MILTON PUBLIC SCHOOLS

- Student Enrollment: 4344
- Budget: FY23 \$54 million

SCHOOL BUILDINGS

The Milton Public Schools serves approximately 4,400 students in four elementary schools, one middle school and one high school. Milton offers a developmental preschool, before and after school programs and summer school programs. All six of the district's buildings have been rebuilt or updated to state-of-the-art facilities. The district is currently engaged in seeking options for additional space to accommodate our growing student population.

Milton High School (9-12) 1,063 enrollment
Pierce Middle School (6-8) 958 enrollment
Collicot Elementary School (K-5) 585 enrollment
Cunningham Elementary School (PreK-5) 641 enrollment
Glover Elementary School (K-5) 633 enrollment
Tucker Elementary School (PreK-5) 464 enrollment

Student Race and Ethnicity

African American 13.2%
Asian 7.9%
Hispanic 5.6%
Native American 0.2%
White 67.4%
Native Hawaiian, Pacific Islander 0%
Multi-Race, Non-Hispanic 5.7%

Selected Populations

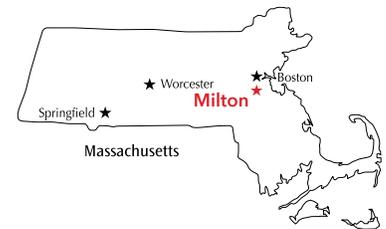
First Language not English 10.1%
English Language Learner 2.7%
Students with Disabilities 17%
High Needs 29.3%
Low-Income 14.5%

SCHOOL COMMITTEE

Ada Rosmarin, Chair • Dr. Elizabeth Carroll, Vice Chair • Beverly Ross Denny • Dr. Celina Miranda • Anna Varghese • Elizabeth White

COMMUNITY PROFILE

Milton is a contemporary suburban community of 28,000 in eastern Massachusetts that prides itself on a rich historical heritage, tree-lined streets, and acres of protected open space. Milton is unique in that it has the most privately and publicly conserved land within 20 miles of Boston, giving the town a bucolic atmosphere in close proximity to the cultural and business opportunities in the Greater Boston area.



Milton was incorporated as a Town in 1662 and remains as such today. The town borders the City of Boston neighborhoods of Dorchester, Mattapan, and Hyde Park on the north along the Neponset River, and the City of Quincy to its south.

Money Magazine named Milton the 17th best place to live in the United States for 2022, as a safe, quiet town with great schools. Uniquely diverse among Boston's suburbs, Milton has attracted many young families in recent years, resulting in a growing student population and school crowding that our next Superintendent will help the district navigate.

Residents have quick access to major highways such as Routes 128, Interstate 93, and Interstate 95. The Red Line into Boston via the Mattapan Trolley is an additional important transportation link. Milton has several small commercial areas including Milton Village and East Milton Square. While Milton has these commercial areas, most of the tax base is Residential. In addition to the six Milton Public Schools, Milton is also the home of renowned private schools such as Milton Academy, Fontbonne Academy, and Curry College.

ANTICIPATED TIMELINE 2022-2023

November 28	Applications due
December 10,12 & 13	Semifinalist interviews
January 11-17	Finalist interviews/site visits
January 18	School Committee vote to appoint new Superintendent of Schools
February 1	Preferred start date (with flexibility up to July 1, 2023)

APPLICATION PROCESS

Submit applications electronically to: Ann-marie Martin, Massachusetts Association of School Committees at amartin@masc.org. Hard copies may be forwarded to Ms. Martin at MASC, One McKinley Square, Suite 200, Boston, MA 02109

Please submit all of the following documents together by **midnight on November 28, 2022**.

- A personal statement describing your major educational accomplishments and the leadership and organizational skills you will bring to Milton (no longer than 500 words)
- A DEIB statement that explains how you approach and have implemented strategies to support diversity, equity, inclusion, and belonging.
- 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 Milton Public School system does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, gender identity, transgender status, gender transitioning, age, national origin (ancestry), disability, pregnancy/parenting status, marital status, sexual orientation, homelessness, or military status, in any of its programs, activities or operations.

