

An invitation to apply
SUPERINTENDENT OF SCHOOLS



LENOX School District
Lenox, MA

Visit our website at: <https://www.lenoxps.org/>

ANNOUNCEMENT

The Lenox School Committee is seeking an outstanding educational leader eager to make a long-term commitment to serving as our Superintendent of Schools. The new Superintendent must be an experienced administrator with demonstrated excellence as an educator and in leadership, effective collaboration and communication, and culture-building.

The position requires a year-round commitment to the needs of the schools. The Lenox School Committee will offer a multi-year contract with a competitive salary and benefits package commensurate with experience and qualifications.

THE LENOX COMMUNITY

Located in the heart of the picturesque Berkshire Hills in western Massachusetts, Lenox is a tight-knit community of 5,000 residents with a booming local economy that combines the best of small-town living with the amenities of a major cultural center. It boasts not only amazing natural beauty and outstanding public schools, but also Tanglewood, the summer home of the Boston Symphony Orchestra; Shakespeare & Company, a nationally renowned theater; and a quaint commercial district filled with shops and restaurants. Boston and New York City are at once easily accessible and a world away. USA Today has ranked Lenox as the Northeast's best small town, while Niche calls it one of the best places to live in Massachusetts.

THE LENOX PUBLIC SCHOOLS

The Lenox Public Schools serve 340 students from pre-kindergarten through 5th grade at the Morris Elementary School and 441 students from 6th through 12th grade at the comprehensive Lenox Memorial Middle and High School (LMMHS). The town's small



size and deep commitment to public education gives the schools a distinct advantage in providing all students with the personal attention they need while also delivering the robust and innovative program characteristic of a much larger district. Morris was recognized recently as a National Blue Ribbon School by the U.S. Department of Education while LMMHS was named a Gold Medal School by U.S. News & World Report. Standardized test scores at both schools are among the highest in the commonwealth and the district is the employer of choice for the county's most dedicated and talented educators.

The district is in excellent financial health, its budgets receive consistent and overwhelming approval, and it has recently concluded amicable negotiations on its main labor contract and implemented a range of major technology upgrades. The School Committee works cohesively and effectively to advance and support well-defined priorities. One significant challenge is the recent period of uncommon instability within the LPS administration, with two superintendent departures in the last four years and an unsuccessful hiring of a new LMMHS principal leaving both positions unfilled simultaneously. Applicants should also be aware that LPS has recently initiated the process through the Massachusetts School Building Authority to renovate or replace the LMMHS building. In short, the incoming superintendent will have a unique opportunity to establish a strong leadership culture and set the district's future trajectory, building atop a particularly solid foundation of educator excellence, student achievement, and community support.

DISTRICT-AT-A-GLANCE

STRENGTHS

- High level of community engagement and commitment
- Strong operational and financial foundation
- Dedicated, experienced educators at every level
- Outstanding student achievement in academics, athletics, and the arts
- Robust and enriching program typical of a much larger district

AREAS FOR FOCUS

- Consistent leadership at central office and the middle/high school
- Major upcoming building project at the middle/high school

School Buildings: 2 (Elementary School, Middle and High School)

Student Enrollment: 781 students

Staff

- 93 teachers
- 64 support staff
- 8 administrators

2022-23 budget: \$15 million

BEST OF BOTH WORLDS

LPS takes pride in offering students the intimate experience of a small school combined with the opportunities of a much larger one. LMMHS course offerings include three foreign languages and electives ranging from computer programming to documentary film writing and jazz ensemble to business marketing. Dozens of extracurricular activities run each year, from competitive quiz bowl and robotics teams to robust music and drama programs to more than twenty athletics programs.



QUALIFICATIONS

The ideal candidate will be a skilled administrator and have:

- Inclusive leadership style built upon integrity, trust, transparency, enthusiasm, compassion, and mutual respect; not to mention humility and a sense of humor.
- Passion for ensuring that every student knows that they belong in our schools and will have an equitable opportunity to thrive in life.
- Commitment to high standards, improvement of academic achievement and access for all students, and a collaborative learning environment among the staff and major stakeholders of the district and community.
- Desire to be highly visible in the school community, interacting with students and staff and attending night and weekend events.
- Outstanding communication skills and a focus on effective communication as a vital element of leadership, problem solving, and crisis management.
- Ability to attract, retain, motivate, and mentor a highly qualified staff and administrative team.
- Enthusiasm for long-term planning and continuous improvement, including a flexible mindset that treats inevitable constraints as opportunities for innovation.
- Knowledge of curriculum development, instructional and administrative technology, labor relations, school law, and finance
- Experience working in a similar school district and familiarity with Berkshire County.

CREDENTIALS

- Licensed or eligible for licensure as Superintendent of Schools in Massachusetts.
- Master's degree or higher.
- Minimum of ten years' experience in education, including in administration and central office.

Please note that residency in or near the town of Lenox is a requirement of the position.

TIMELINE 2022-2023

Early January - finalist interviews

Mid-late January - site visits and final interviews

Appointment expected - late January

Successful candidate will begin July 1, 2023 (or sooner if possible)



APPLICATION MATERIALS

Interested candidates should respond in writing and submit the following:

- A letter of interest stating personal qualifications, reasons for interest in this position, and how the applicant's previous experience demonstrates the required skills and experience
- A current resume
- Academic transcripts
- Three current letters of recommendation
- Verification that the candidate holds, or will be qualified to hold by the expected employment date, a Massachusetts license as a Superintendent

All application materials should be received by **December 14, 2022**. Initial interviews will be conducted in the first two weeks of January 2023. The School Committee aims to conduct final interviews and formally extend an offer during the **week of January 16, 2023**. The starting date will be no later than **July 1, 2023**.

Materials should be emailed to Ann-marie Martin, Member Services Director, MASC at amartin@masc.org

OR

Lenox Superintendent Search
c/o Massachusetts Association of School Committees
1 McKinley Square, Suite 200
Boston, MA 02109

Or via fax to: 617-702-4111

**Questions may be addressed to Amy Noble Novitsky,
Executive Assistant to the Superintendent, at
(413) 637-5550.**



Non-discrimination and equal opportunity are the policy of the Lenox Public Schools in all of its educational programs, activities, and employment practices. No person shall be discriminated against or excluded from participation or workplace advancement on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, limited English proficiency, housing status, or disability.