



An Invitation to Apply

Superintendent of Schools

Reading Public Schools | Massachusetts

www.reading.k12.ma.us

ABOUT THE OPPORTUNITY

Reading Public Schools is seeking an accomplished, student-centered leader to serve as its next Superintendent of Schools and invites qualified candidates to apply. This is an exceptional opportunity to lead a high-performing district that values academic excellence, equity, and innovation.

OUR VISION

Reading Public Schools is committed to creating joyful, engaging, and inclusive learning environments where every student feels safe, supported, and challenged to reach their full potential. We believe academic excellence, student well-being, and equity are inseparable. Our work is grounded in strong relationships, thoughtful use of data, collaborative leadership, and meaningful partnerships with families and the community.

COMMUNITY PROFILE

Located just 12 miles north of Boston, Reading offers the charm of a close-knit community alongside access to world-class cultural, educational, and recreational opportunities. Reading is known for strong municipal services, civic engagement, and sustained investment in public education, including the recent approval of a \$130 million project to build a new Killam Elementary School.

ABOUT THE SCHOOL DISTRICT

Reading Public Schools serves students through a comprehensive system of elementary, middle, and high schools, as well as early childhood and METCO programs. The district is committed to rigorous academics, strong arts and athletics, and comprehensive student supports that foster student growth and belonging. Our culture is built on collaboration, shared leadership, and mutual respect among the School Committee, district leaders, educators, and families. This collective approach guides our planning, strengthens our practice, and supports continuous improvement in service of all students.

OUR COMMITMENT TO EQUITY

Our work is guided by the district's Statement of Equity, developed collaboratively by the School Committee, Central Office, district and building leaders, and the leadership of the Teacher's Association. This statement reflects our shared commitment to human dignity, inclusion, and opportunity for all, and to intentionally identifying and addressing gaps in access and outcomes so every student and staff member can thrive:

The Reading School Committee, Central Office, Directors, Principals and Leadership of the Teacher's Association celebrate the diversity of the Reading Community and beyond by embracing differences to empower every student, staff member and family of the Reading Public Schools. We embrace all members of the community no matter where we live, what we look like, what we believe, what language we speak, who we love, or how we learn, consistent with the human dignity of all. When we are unwavering in our commitment to equity, we support every student and staff member in maximizing individual potential. This requires us to identify, analyze, and confront gaps in opportunities and outcomes for all students.

SCHOOL COMMITTEE MEMBERS

Shawn Brandt, Chair – 6th year
Carla Nazzaro, Vice Chair – 6th year
Lara Durgavich – 1st year
Erin Gaffen – 6th year
Sarah McLaughlin – 5th year
Tom Wise – 7th year

SCHOOL BUILDINGS

Reading Memorial High School (9-12, 1062 students)
Coolidge Middle School (6-8, 417 students)
Parker Middle School (6-8, 533 students)
Barrows Elementary School (K-5, 368 students)
Birch Meadow Elementary (K-5, 346 students)
Joshua Eaton Elementary School (K-5, 401 students)
Killam Elementary School (K-5, 400 students)
Wood End Elementary School (K-5, 231 students)
RISE Preschool (99 students, hosted at WE and RMHS)

KEY DISTRICT LEADERSHIP ROLES

Superintendent
Asst. Superintendent of Learning & Teaching
Asst. Superintendent of Student Services
Human Resource Director
Director of Finance & Operations
Director of Special Education
Director of School Nutrition
Director of Health Services
METCO Directors (2)
Humanities Coordinator
STEM Coordinator
Director of Community Education
Principals (8)
Assistant Principals (10)
RISE Preschool Director
Athletic Director

DISTRICT BUDGET: \$58.5M in FY26

SELECTION CRITERIA

Successful candidates will demonstrate the following qualities and competencies:

- Demonstrated commitment to equity, inclusion, and ensuring high outcomes for all students
- Outstanding collaboration and communication skills with diverse stakeholder groups
- Ability to establish trust and credibility with staff, families, municipal partners, and the School Committee members
- Leadership grounded in humility, service, and a commitment to maintaining and strengthening Reading as a high-performing public school district
- Strong people management and leadership development skills
- Ability to balance innovation and improvement with effective implementation of existing initiatives
- Understanding of Massachusetts school district and municipal finance
- Familiarity with operational and administrative functions, including school building projects
- Knowledge of relevant Mass General Laws and Massachusetts Department of Elementary and Secondary Education (DESE) policies and procedures

QUALIFICATIONS

- Licensed or eligible for licensure as Superintendent of Schools in Massachusetts
- Master's Degree in relevant field required; Ed.D., Ph.D., or similar doctorate preferred
- Minimum 10 years of experience in education, including classroom teaching and progressively responsible administrative leadership

COMPENSATION

Salary Range: \$200,000-\$250,000 commensurate with experience and qualifications. This position includes Town of Reading benefits; other benefits negotiable.

TIMELINE

March 1, 3 PM	Deadline for applications
March 5	Semifinalists invited to interview
March 9 - 18	Semifinalist interviews
March 19	Finalists approved by School Committee
Weeks of Mar 23 / 30	Finalist interviews / site visits
April 2 or April 6	School Committee vote to appoint
July 1	Preferred start date for new Superintendent

APPLICATION PROCESS



Scan this QR code to apply

Applications must be completed by
March 1 at 3 PM for consideration

For more information, contact
searchprocess@reading.k12.ma.us or Olivia
Lejeune at (781) 944-5800