

# Superintendent of Schools

Blackstone-Millville Regional School District, Massachusetts

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## Position Overview

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The School Committee of the Blackstone-Millville Regional School District in Massachusetts invites qualified candidates to apply for the position of Superintendent of Schools.

## Job Details

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- **Application Deadline:** May 29, 2026 by 3:00 p.m.
- **Starting Date:** July 1, 2026

## About the District

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Located in the southeastern corner of Worcester County, the towns of Blackstone (population 9,582) and Millville (population 3,227) were first settled in 1662. The district serves 1,488 students, has a 131-member teaching staff, and is overseen by an elected eight-member School Committee, with four members from each town.

The district is comprised of five schools: Blackstone-Millville Regional High School (8-12), Frederick W. Hartnett Middle School, (4-7) Millville Elementary School (K-3), John F. Kennedy Elementary School (pre-school and business offices), and Augustine F. Maloney Elementary School. The FY 2025 school district budget is \$29,857,833.

## Leadership Profile

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The staff and community believe all students can learn and meet high standards, and expect students to be engaged in a supportive, learning-focused community. The School Committee seeks an innovative leader with experience in long-range and strategic planning, developing data-driven goals, implementing curriculum-focused initiatives to increase student achievement, and demonstrating strong fiscal management.

The successful candidate must lead technology integration to support instruction and oversee several infrastructure projects, including an MSBA high school project currently in the Feasibility/Schematic Design Phase. The successful candidate will work closely with a dedicated staff and an involved community to maintain and foster a safe, healthy, and intellectually stimulating learning environment. Developing positive relationships and maintaining open communication with community members and town boards is imperative.

## Minimum Qualifications

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- Licensure as a Superintendent/Assistant Superintendent in Massachusetts, or eligibility for licensure as a Superintendent in Massachusetts
- Master's degree required
- Minimum of five years of administrative experience
- Experience teaching in a K–12 system
- Deep understanding of Massachusetts regional school district finance and business operations
- Understanding of the MSBA building project process and desire to lead the district to successful completion of the current project
- Ability to successfully oversee continued implementation of the Massachusetts curriculum frameworks, educator evaluation, technology integration, successful special education programs, standards-aligned formative assessment, and data-driven decision-making
- Understanding of and proven success with interest-based bargaining and developing partnerships to provide a 21st-century education for students
- Citizenship, residency, or worker visa in the United States required

## Preferred Qualifications

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- Doctorate degree
- Central office experience
- 3–5 years of teaching experience in a K–12 system

## Compensation

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The School Committee is prepared to offer the successful candidate a multi-year contract with a salary in the range of \$170,000–\$190,000 (negotiable), commensurate with experience and qualifications, and a competitive benefits package. Salary and fringe benefits to be negotiated based on experience and qualifications

## Application Requirements

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Applicants must submit the following materials:

- Complete and signed application
- Copy of Massachusetts superintendent license or evidence of eligibility for licensure and proof that the candidate has submitted an application to the Department of Elementary and Secondary Education
- Personal statement describing major educational accomplishments and the specific leadership and management skills the candidate would bring to the superintendency
- Current resume citing education, positions held, and relevant experience
- Official transcript of courses taken, degrees attained, and grades earned (unofficial transcripts acceptable during the application process, but official transcripts required if offered the position)
- Three current letters of reference

## Timeline

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It is anticipated that the review of applications will begin on June 1, 2026, with interviews scheduled shortly thereafter. The anticipated starting date is on or around July 1, 2026.

## Submission Information

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Applicants should submit all required materials **on or before May 29, 2026 at 3:00 p.m.** electronically or by mail to:

- **Electronic Submission:** Ann-marie Martin
- Email/Phone: [amartin@masc.org](mailto:amartin@masc.org)
- **Mailing Address:** Massachusetts Association of School Committees, 1 McKinley Square, Boston, MA 02109
- **Note:** Tracy Novick, MASC Field Director, is staffing the search for Blackstone-Millville Regional School Committee. Please direct all inquiries to [tnovick@masc.org](mailto:tnovick@masc.org) or (508) 579-5472.

## Equal Opportunity Employer

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The Blackstone-Millville Regional School District is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information, or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.