



THE SCHOOL DISTRICT

Student enrollment 2022-23: 2,559

Budget: FY22: \$33,461,896

School Buildings

- Bridge St. Elementary (preK-5)
- Jackson St. Elementary (K-5)
- Leeds Elementary (PreK-5)
- RK Finn/Ryan Rd Elementary (K-5)
- JFK Middle School (6-8)
- Northampton High School (9-12)

Administration and staff

- Superintendent
- Business Administrator
- Director of Curriculum, Instruction & Assessment
- Director of Student Services
- Associate Directors of Student Services (2)
- Director of Health, Safety & Equity
- Director of Food Services
- Director of Athletic Programs
- School Maintenance Supervisor
- Data Coordinator
- Director of Digital Literacy
- Transportation Supervisor
- Registrar of Students
- Coordinator of ESL/EL
- Preschool Partnership Coordinator
- High School Principal
- Associate High School Principals (2)
- Middle School Principal
- Associate Middle School Principals (2)
- Elementary School Principals (4)
- Licensed educators (306)
- Para-educators (124)
- Clerical
- Custodians
- Food service personnel

An invitation to apply SUPERINTENDENT OF SCHOOLS

Northampton Public Schools Northampton, MA

VISIT OUR WEBSITE AT: www.northamptonschools.org

THE POSITION

Vision

The Northampton Public Schools

- Promote a safe, healthy, and welcoming learning community that is conducive to high academic achievement for all students
- Provide engaging learning experiences that allow for student voice and choice
- Believe that all students should be engaged in rigorous learning experiences and will learn to the highest level possible

So that Northampton Public School students will become productive, responsible, and caring citizens of the local and global community and achieve their definition of their success.

We strive to create a welcoming community for all students, families, staff, faculty, and administrators by celebrating diverse identities and working together toward a mutual understanding of one another, especially for those identities that are not our own. We engage in anti-bias and anti racism work to provide tools, skills, and perspectives and have productive and restorative conversations for a more inclusive and just community.

Qualifications

- Licensed or eligible for licensing as a Superintendent of Schools in Massachusetts.
- Master's degree required, Ph.D or Ed.D preferred
- Minimum of 10 years in education, including 3 years in administrative and/or central office experience and 5 years teaching experience preferred.

Salary and Contract

- Negotiable



Northampton Public Schools



SELECTION CRITERIA AND KEY RESPONSIBILITIES

- An experienced educator with outstanding communication, interpersonal and management skills; able to navigate complexity with organizations, finances and budgets, and capital projects, including building municipal government leaders and employee unions
- An inclusive leader whose work is built on integrity, trust, transparency, enthusiasm, compassion, and mutual respect, not to mention humility and a sense of humor.
- A passionate lifelong learner, with teaching experience and possessing knowledge based on experience about special education laws and best practices working with a diverse student body.
- A collaborative leader with knowledge of curriculum development, instructions and administrative technology, labor relations, school law, and finance.
- An administrator who can attract, retain, motivate, and mentor a highly qualified and diverse staff and administrative team.
- An educator with enthusiasm for long-term planning and continuous improvement, including a flexible mindset that treats the inevitable constraints as opportunities for innovation
- A superintendent who will be highly visible in the school community, interacting with students, staff, families, and community members.
- A professional with a deep understanding of one's own identity, as well as a commitment to issues of equity and inclusion and an awareness of how they impact the lives of students and community members of the Northampton Public Schools.

APPLICATION PROCESS

Please submit application to amartin@masc.org, along with the following:

1. A personal statement describing your major educational accomplishments, any defining experiences, and the leadership and organizational skills you will bring to Northampton (no longer than 500 words).
2. A DEIB statement that explains how you approach and have implemented strategies to support diversity, equity, inclusion, and belonging.
3. A copy of your Massachusetts superintendent license, or evidence that you are eligible for licensure as a superintendent in Massachusetts
4. Evidence of the highest degree earned (copy of diploma, license and/or certificate)
5. Two-three recent letters of references (from past two years)

All application materials must be received before **February 10, 2023**. The appointment will be made on or about the **week of March 20, 2023** with the anticipated start date of **July 1, 2023**.

Please direct all questions to Liz Lafond, MASC Field Director, llafond@masc.org or call (413) 250-1506.

TIMELINE 2023

Application Closing Date	February 10
Orientation for Search Committee	February 1
Semi-finalist Interviews	Week of February 27-March 3
Finalists Announced	March 9
Finalist Interviews and Site Visits	Week of March 20
Site Visits to Candidate Districts	Week of March 20
Superintendent Selected	Week of March 20
Start Date	July 1

COMMUNITY PROFILE

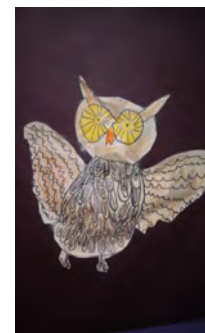
Northampton is known as an academic, artistic, musical, multicultural, and countercultural hub. It features a large politically active community along with numerous alternative health and intellectual organizations. From 1842 until 1846 Northampton was home to a transcendentalist utopian community of abolitionists. Called the Northampton Association of Education and Industry, the community believed that the rights of all people should be "equal with distinction of sex, color or condition, sect, or religion". It supported itself by producing mulberry trees and silk. Sojourner Truth, a former slave who became a national advocate for quality and justice, lived in this community. In 1951 opera singer Jenny Lind, the "Swedish Nightingale", declared Northampton to be the "Paradise of America", from which Northampton took its nickname, "The Paradise City".



Northampton is home to Smith College, Smith Vocational and Agricultural High School, the Clarke School for the Deaf and is within 10 miles of Amherst, Hampshire and Mt. Holyoke Colleges and the University of Massachusetts. The city has a high proportion of residents who identify as LGBTQIAQ+ as well as residents from a variety of cultural backgrounds and countries. It has a well-established music scene, twice-yearly Paradise City Arts Festival and an active filmmaking community. Northampton sits on the west side of the Connecticut River in the Pioneer Valley at the northern base of Mount Nonotuck. It can be described as both a rural and urban area, offering a variety of cultural and outdoor activities within its boundaries and an easy day's drive. New York City is a 3-hour drive, Boston, a 2-hour drive and Montreal, a 6-hour drive. There is now daily Amtrak service for the Northeast corridor from Montreal to Washington, DC.

COMMUNITY PARTNERS

The district is grateful for the support of our community members, colleges and universities, and organizations including: Northampton Education Foundation, The Collaborative for Education Services, Northampton Open Media, the 5-College Consortium, Grow Food Northampton, Northampton Historical Society, Hitchcock Outdoor Education, Arcadia Audubon Center, and The Northampton Survival Center.



The Northampton Public Schools 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/caregiver status, marital status, sexual orientation, homelessness, or military status, in any of its programs, activities or operations.