

An invitation to apply
SUPERINTENDENT OF SCHOOLS

Palmer Public Schools
Palmer, MA



VISIT OUR WEBSITE AT: www.palmerschools.org

THE SCHOOL DISTRICT

Student enrollment 2022-23: 1,137 (Pre-K - 12)

Budget: FY23: \$19,947,448.00

School Buildings

Old Mill Pond Elementary (preK-5): 611

Palmer High School (6-12): 526

Administration and staff

Superintendent (interim)

Director of Finance and Operations (interim)

Administrators (8) (includes principals/asst. principals, family engagement coordinator, special education director)

Teachers (121)

Paraprofessionals (65)

Guidance/Adjustment Counselors (8)

School Psychologists (2)

Nurses (4)

Food Services Director

Cafeteria/School Lunch Employees (11)

Director of Facilities/Maintenance (interim)

Facilities/Maintenance staff (6)

Clerical/Administrative staff (10)

Information Technology Director

IT Systems Specialist

IT Data Clerk

Athletic Trainer

Van Drivers (3)

Substitute Van Driver

SALARY AND CONTRACT

- Commensurate with experience.

KEY CRITERIA

The Palmer School Committee seeks an engaged and responsive leader who:

- inspires with a vision for growth, as well as excellence, and a commitment to educating the whole child;
- creates a positive culture where everyone experiences a sense of trust and belonging in an inclusive and culturally responsive environment;
- is accessible to and effectively communicates with students, staff, parents, and community members, and values their feedback;
- demonstrates success in rich and rigorous curriculum development and implementation;
- coordinates the development and implementation of technology to support curriculum and business functions across the district;
- is a leader who keeps students at the center of all decision-making;
- has a track record of valuing and promoting diversity, equity, and inclusion among students, staff, and community;
- possesses the skills to develop and lead a successful administrative team;
- is knowledgeable about Massachusetts education laws and best practices;
- demonstrates strong business and financial management skills with experience in managing under fiscal constraints;
- understands small town government functions and the necessity to build relationships with community leaders.

QUALIFICATIONS

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

SCHOOL COMMITTEE MEMBERS

Bonny Rathbone, Chairperson • Sandra Noonan, Vice-Chairperson • Erica Nadeau • Joseph Nompoggi • Anthony Braden

TIMELINE

February 17	Applications due
Week of February 27	Semifinalist interviews
March 15	Finalists announced
Week of March 27 (approximately)	Finalist interviews/site visits
About March 31	Vote to appoint Superintendent
July 1, or asap	Start date



APPLICATION PROCESS

Applications available at www.masc.org.

Applications should be submitted to amartin@masc.org with the subject line Palmer Superintendent Search.

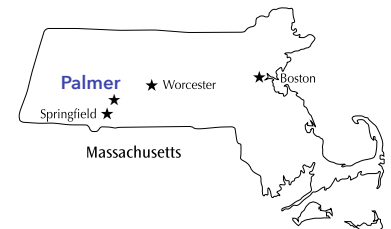
For more information, contact Liz Lafond at (413-250-1506) llafond@masc.org

- Completed application information must be received on or before **February 17, 2023**.
- The appointment will be made **on/before the week of March 31, 2023** with anticipated starting date of **July 1, 2023**.

Please do not contact school committee members or members of the school administration.

COMMUNITY PROFILE

The Town of Palmer is comprised of four separate and distinct villages; Depot Village, Thorndike, Three Rivers and Bondsville. Founded in 1716, this small community has had a long history of supporting industry along the Ware, Swift, Quaboag and Chicopee Rivers.



With a population of 12,600, Palmer is the gateway to Western Massachusetts, with Route 20 and Route 32 crossing right in our downtown. Thanks to its interchange with the Massachusetts Turnpike, intersection with commercial train lines and close proximity to the Five College Area, the Town of Palmer is a premier location for economic and community development in Western Massachusetts. Known as the "Town of Seven Railroads," the railroad industry was essential in the Town of Palmer's early industrial development, increasing residency, and creating jobs and businesses in the community.



The Palmer District is an equal opportunity employer.