

APPLICATION PROCESS

For further information please contact:

Mike Gilbert, [Ashland Search](#)

Massachusetts Association of School Committees

One McKinley Square, Boston, MA 02109

Phone: (800)392-6023 Fax: (617)742-4125

Email: mgilbert@masc.org for application forms

Application online: www.masc.org

Completed applications and information must be received at this location or faxed **on or before February 24, 2012 at 5:00 p.m.** EDT.

The appointment will be made on or about **April 10, 2012** with anticipated starting date of **July 1, 2012** or as soon as possible.

For further information, contact Mike Gilbert at MASC (see above). Please do not contact School Committee members or members of the administration.

Our Mission

- We will consistently use student data/assessments to improve student achievement.
- We will design and implement a targeted professional development plan for all stakeholders.
- We will recruit and retain highly skilled practitioners (teachers, para-professionals, nurses, custodial staff, food service, administration and secretaries).
- We will engage stakeholders (parents/students/teachers/community members).
- We will maintain a strong focus on a quality curriculum.

COMMUNITY PROFILE

Ashland is a growing community. With a population of approximately 17,000, it still retains its “small town” character and pride. Its beautiful natural resources include two state parks and a town forest.

Located midway between Boston and Worcester, Ashland offers easy access to Route 9, the Massachusetts Turnpike (I-90), I-495 and rail service. Predominantly residential, the town is committed to a close working relationship with the area business community. The schools continue to form beneficial partnerships with the Metro West Chamber of Commerce, Framingham State College and MassBay Community College.



The Ashland community solidly supports and values education. This is demonstrated by: funding for innovative programs; the consistently high number of local scholarships for students; and the extremely high involvement of local organizations, businesses, citizens, parents, PTO, ASHPAC, AEFI and volunteers. The community of Ashland exemplifies support, pride and commitment to its children.



HENRY WARREN
ELEMENTARY
SCHOOL

An invitation to apply SUPERINTENDENT OF SCHOOLS

Ashland Public Schools Ashland Massachusetts



ASHLAND HIGH SCHOOL

www.ashland.k12.ma.us

Vision Statement

The Ashland Public Schools is committed to being at the forefront of student achievement by preparing students to be college and career-ready, while promoting independence, respect and critical thinking skills necessary to succeed as problem solvers in the 21st century.

QUALIFICATIONS

The Ashland School Committee seeks a dynamic, energetic individual to assume the leadership of this highly motivated, high-achieving district. The following qualifications are required:

- Licensed or eligible for licensure as a Superintendent of Schools in Massachusetts.
- Minimum of a Master's degree required
- Minimum of 10 years successful work experience in education, including administration.

COMPENSATION

SALARY: \$150,000 - \$170,000. Length of contract: three years.
Benefits: negotiable.

SELECTION CRITERIA

A collaborative, motivated leader who:

- Demonstrates excellent communication and political skills;
- Shows experience with development and implementation of curriculum;
- Demonstrates success in community engagement / involvement;
- Demonstrates skills in budget development and implementation;
- Understands and recognizes excellent teaching;
- Demonstrates ability to develop both short and long term goals;
- Demonstrates success with technology and digital learning;
- Shows experience in acquiring outside funding;
- Shows experience in staff relations and evaluation.

THE SCHOOL DISTRICT

Student enrollment (2011-12) in grades (preK-12): 2,583

School buildings:

William Pittaway School (preK)
Henry E. Warren School (K-2)
David Mindess School (3-5)
Ashland Middle School (6-8)
Ashland High School (9-12)



Budget (FY12): \$22,595,434

Administration and staff:

Superintendent
Director of Curriculum, Instruction and Assessment
Director of Student Services
Director of Nutritional Services
Director of Technology and Operations
Director of Finance and Services
Director of Facilities (shared with municipal side)
High School Principal
High School Deans (2)
High School Athletic Director
Middle School Principal
Middle School Assistant Principal
Elementary School Principals (3)
Elementary School Assistant Principals (2)
Teachers (222)
Paraprofessionals (65)
Nurses (5) (1 per building)
Support staff (78)

School Committee members:

Marcia Reni, Chair
Laurie Tosti, Vice Chair
Kathleen Bach, Secretary
Patricia Callen
Mark Juitt

TIMELINE 2012

February 24	Deadline for submitting applications
February 28	Semifinalists selected
March 12-15	Semifinalist interviews
March 15	Finalists selected
Week of March 26	School Committee site visits
April 3-5, 9, 10	Finalist interviews/candidate site visits
April 10	Vote to appoint Superintendent
July 1, 2012 or as soon as possible	Start date



WILLIAM PITTAWAY SCHOOL



DAVID MINDESS SCHOOL