

## **EXECUTIVE OPPORTUNITY**

### **AN INVITATION TO APPLY FOR THE POSITION OF ASSISTANT SUPERINTENDENT FOR EQUITY, BELONGING, AND COMMUNITY ENGAGEMENT**

#### **FRAMINGHAM PUBLIC SCHOOLS FRAMINGHAM, MASSACHUSETTS**

The Superintendent of Framingham Public Schools invites highly qualified candidates to apply for the position of **Assistant Superintendent for Equity, Belonging, and Community Engagement**.

With almost 9,800 students, Framingham Public Schools is comprised of nine (9) elementary schools, three (3) middle schools, and a high school. The District also takes pride in its preschool program and an alternative high school. Framingham Public Schools house a committed faculty and staff; with 1,076 teachers, 256 paraprofessionals, and 950 support staff personnel, Framingham aims to ensure a unified approach and dedication to excellence in teaching all students. FPS is committed to excellence for all students. The mission statement guides the work: *Through a comprehensive education, we aim to create and empower free-thinking, responsible citizens who can participate equally in our rich and diverse community.* FPS and the community stand united in core values: Providing a safe, inclusive, culturally responsive teaching and learning environment; Engaging antiracist and responsible civic advocates; Respecting diversity of thought, learners, cultures, and community; Fostering learning and healthy growth of all students and staff; Ensuring every school will be an active, participatory, equitable community.

Diversity among teachers undoubtedly advances the academic achievement of students. As a district, Framingham Public Schools is committed to achieving, developing, and maintaining a workforce reflective of the rich racial, linguistic, and cultural diversity of its students, remaining culturally proficient and inclusive in order to live, learn, and work together in a vibrant and diverse world. To that end, the district wishes to reflect the diverse community it serves by embracing the individual skills, perspectives, and experiences its people bring to the workplace and harnessing these for high performance and improved service delivery. Framingham Public Schools seeks to retain the diverse talent in its workforce and support its people to maintain a long and productive working career.

The Assistant Superintendent for Equity, Belonging, and Community Engagement works closely with the district's various stakeholders and is responsible for prioritizing and operationalizing initiatives, especially those dealing with curriculum, faculty hiring, staff recruiting and retention. This individual is responsible for guiding efforts and creating opportunities to define, assess, and promote diversity, equity and inclusion, educational and employment opportunities, and cultural fluency. This outstanding leader oversees and develops the District's collaboration with businesses, community organizations, and post-secondary school partnerships. The Assistant Superintendent for Equity, Belonging, and Community Engagement ensures legal compliance with state and federal laws as they pertain to student discipline and well-being, interacts with parents when issues arise.

For more information about the district and the position, please visit the district website at:  
<https://www.framingham.k12.ma.us/>

**Desired Qualifications:** This leader must be able to demonstrate excellence in supervision and administration of personnel and programs in a school setting, particularly in communities challenged by high levels of poverty and cultural diversity. A thorough knowledge of techniques of staff development, learning and family systems, as well as of family and community engagement frameworks, is essential. The candidate should have evidence of successful experience in strategic planning, goal development, and budgeting, as well as expertise in identifying, collecting, and analyzing data necessary to assess institutional climate and develop key strategies. Experience in working with businesses to bring additional funding resources to the District is preferred. A Master's Degree in an educational discipline from an accredited college or university is required, as is a current and valid MA DESE license as a Superintendent or Assistant Superintendent; a doctoral degree is preferred.

Framingham Public Schools will offer a competitive contract and salary in the range of \$155,000 to \$175,000, commensurate with qualifications and experience, along with a generous benefits package.

**For more information, please contact:** Dr. Anthony Bent; Framingham Assistant Superintendent of Equity, Belonging, and Community Engagement Search; NESDEC; 28 Lord Road; Marlborough, MA 01752; Phone: 508-481-9444, Email: [search@nesdec.org](mailto:search@nesdec.org)

To access the application, please visit  
<https://www.applitrack.com/nesdec/onlineapp/JobPostings/view.asp?AppliTrackJobId=249&FromAdmin=True>

The deadline for submitting applications is **November 28, 2023**. Preliminary interviews are planned to begin on December 11. The start date for this position is **early 2024** as mutually determined.