

EXECUTIVE OPPORTUNITY

AN INVITATION TO APPLY FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS GREENFIELD PUBLIC SCHOOLS, MASSACHUSETTS

The Greenfield Public Schools are seeking a dynamic and motivated candidate for the position of **Superintendent of Schools**.

About Greenfield

As the county seat of Franklin County, Greenfield is the economic, entertainment, and employment center for life in the northern Pioneer Valley. The City's 22 square miles include a mix of small-city, suburban, and country life for its 17,768 (and growing) residents and has been designated a "Playful City USA" six times. Visitors to this quintessential American Main Street can enjoy dining, shopping, entertainment, history, architecture, and recreation by simply taking a stroll.

Greenfield sits at the junction of the Green and Connecticut Rivers making it a natural crossroads. Rich in Native American and Colonial history, the Historic District is recognized for its classic architecture and as a Cultural District. Yankee Magazine has said Greenfield is "a scrappy combination of old-time New England and forward thinking."

In line with its forward thinking, Greenfield became an EPA Green Power Community in 2019. The Bank Row Urban Renewal Zone has turned timeless downtown buildings into new storefronts and loft apartments. New infrastructure initiatives include a regional transit center with Amtrak service along the Burlington-New York-Washington corridor, and recently completed are the new voter supported Library and Fire Station. In short, they are growing!

Home to the Pioneer Valley Symphony Orchestra, the Green River Music Festival, the Franklin County Fair, and a growing number of new music venues, this Playful City boasts numerous parks on its rivers, in its hilltops, and in its neighborhoods. The active recreation department brings together citizens and visitors alike for festivals and annual events. Active lifestyles happen here.

Greenfield is home to Greenfield Community College, a strong partner with the school district, offering courses to Greenfield High School students seeking advanced learning opportunities. Within a 20- to 30-minute drive is the flagship state university, University of Massachusetts Amherst, along with numerous private colleges, including members of the Five College Consortium in the Northampton-Amherst area. Franklin County is home to multiple elementary and secondary distinguished private schools.

About the Greenfield School District

Home of the county's only non-regional school district, Greenfield schools have a strong and varied curriculum that is innovative and forward-looking. The district is proud of its differentiated special education programs, unique and dedicated preschool program, and its ecologically conscious and modern high school, opened in 2015.

Fast facts

- Student enrollment 2025 (PreK-12): 1,392
- Budget (FY26): \$23,697,803
- Greenfield Public Schools consists of one pre-K facility, three K-4 elementary schools, one 5-7 Middle School, and one 8-12 High School
- The Superintendent reports to a seven-member committee, including the Mayor, elected to four-year terms by the voters of the City of Greenfield

Qualifications for the New Superintendent

- Licensed or eligible for licensure in Massachusetts
- Master's degree in a relevant field required; advanced degree preferred
- Minimum of 10 years in a public school district, including 3-5 years of central office and/or administrative experience and 3-5 years of teaching experience
- Expertise in the areas of teaching and learning
- Exceptional organizational, communication, public relations, and interpersonal skills
- Empathetic, confident executive who leads with a strong moral compass
- A builder of trust and capacity throughout the school community

Working cooperatively with the School Committee, the superintendent will:

- Focus on the ongoing improvement of student achievement
- Promote a district-wide safe climate and culture that allows students to flourish and to grow intellectually, emotionally, and socially
- Be actively engaged in the long-term school facility planning process

The Greenfield Search Committee is in the process of engaging the community in a comprehensive needs assessment that will help focus and prioritize the qualities, characteristics, skills, and experiences most desired in the next superintendent.

Candidate Timeline

December 1: Application review will begin (application deadline)

Early December: Semi-finalists are selected

Mid December: Semi-finalists are interviewed (virtual)

Late December: Finalists sent to School Committee

Mid-January: Finalist interviews

Mid-February: Vote to Appoint

Superintendent Start Date: July 1, 2026

Salary and Contract

For this position, Greenfield is offering a salary in the range of \$180,000 to \$200,000 annually, along with a competitive benefits package, which is negotiable.

For more information, please visit <https://gpsk12.org/school-committee/superintendent-search/> or contact:

Dr. Judith Paolucci, Ph.D., Greenfield Superintendent Search, NESDEC, 28 Lord Road, Marlborough, MA 01752; Phone: 508-481-9444; Email: search@nesdec.org

To access the application, please visit www.nesdec.org

<https://www.applitrack.com/nesdec/onlineapp/>

Review of applications will begin on **December 1, 2025**. The expected start date for the new Superintendent is July 1, 2026.