



*New England School Development Council*

28 Lord Road, Marlborough, MA 01752 ➤ Tel: 508-481-9444 ➤ [www.nesdec.org](http://www.nesdec.org)

### **EXECUTIVE OPPORTUNITY**

#### **AN INVITATION TO APPLY FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS NATICK PUBLIC SCHOOLS, MASSACHUSETTS**

The School Committee of Natick, MA invites dynamic and innovative qualified candidates to apply for the position of **Superintendent of Schools**.

Natick, which is located 20 miles west of Boston, was founded in 1651 and is currently home to approximately 37,000 people. A suburban setting that is home to many historical landmarks, Natick Soldier Systems Center, and miles 8-12 of the Boston Marathon, Natick is located on the beautiful Charles River and offers convenience to Boston and Worcester via the two MBTA stops. Within the Town are varied scenic areas with lakes, ponds and the Massachusetts Audubon's Broadmoor Wildlife Sanctuary. The Town also has many wonderful restaurants, shopping and a performing arts center in the Natick Cultural District in the center of town.

Natick Public Schools are overseen by a seven-member School Committee. The Natick Public School District is a comprehensive PK-12+ system serving more than 5,300 students. The district is comprised of eight schools including a preschool, four K-4 elementary schools, two middle schools, one high school and an 18-22 program. Several of the schools have been rebuilt in the past 15 years, including a state-of-the-art Kennedy Middle School which houses a planetarium and hydroponics lab. Natick also has submitted an application to renovate an elementary school with the Massachusetts School Building Authority (MSBA.)

Natick Public Schools is known for its high achievement with consistent scores on MCAS, SAT and ACT higher than the state average. More than 85% of students taking AP exams scored a 3 or better in 2023. With a focus on personalized learning and innovative approaches to learning, students have opportunities to explore their interests with robust academic programming, fine and performing arts programs, music and STEM. Natick's Strategic Plan has a focus on academic achievement, Profile of a Graduate competencies, Social Emotional Learning and Healthy Living, and dismantling systemic barriers for equitable access to opportunities for all students. Extracurricular activities for students include more than 50 clubs and activities and 40 athletic teams at the high school. Natick also has a robust before and after school childcare program. In addition, there are relationships in place with other afterschool providers such as the YMCA to support childcare for working parents. The administration and teachers' union have a strong working relationship and successfully negotiated multi-year contracts for all unions in 2022.

The FY 2024 school district operating budget is just over **\$83 million**. Natick has strong community partnerships that support the district's goals and expected outcomes. For additional information about the school district, please refer to the district website: <https://www.natickps.org/>

The successful candidate must have demonstrated strong leadership skills at the Central Office or school-based level, a background in teaching, and support for every learner to achieve their full potential. An advanced graduate degree is preferred, and a master's degree is required. A Massachusetts Superintendent license or eligibility for license is necessary. The Natick School Committee will offer a competitive contract with a regionally competitive salary, commensurate with qualifications and experience, along with a generous benefits package.

The deadline for submitting applications is **December 7, 2023**. Preliminary interviews are planned for the beginning of January 2024. The start date for this position is **July 1, 2024**.

**For more information, please contact:** Dr. Sally Dias/Dr. Judith Paolucci; Natick Superintendent 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 [www.nesdec.org](http://www.nesdec.org)  
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