

## **EXECUTIVE OPPORTUNITY**

### **AN INVITATION TO APPLY FOR THE POSITION OF PRINCIPAL, SLATER MIDDLE SCHOOL PAWTUCKET SCHOOL DEPARTMENT, RHODE ISLAND**

The Superintendent of the Pawtucket School Department invites qualified candidates to apply for the position of Principal of the Samuel Slater Middle School. The Superintendent seeks a Principal who will work in partnership with faculty, staff, students, parents, community members, central office administrators and the School Committee to lead the Slater Middle School into the future.

Founded in 1671, historic Pawtucket, Rhode Island is an ethnically diverse and culturally rich city of 75,604 persons. Pawtucket is located four miles north of Providence where the falls of the Blackstone River meet the upper tidewaters of Narragansett Bay. It is a city with a special place in the industrial history of the United States; the Slater Mill Historic Site was where Samuel Slater first successfully constructed and operated machines for spinning cotton yarn in 1793. Although the textile industry is no longer dominant, Pawtucket now has 300 diversified industries.

The Pawtucket School Department serves students PK-12 in 16 schools. Slater Middle School serves students in Grades 6-8. The current enrollment is students.

**Mission Statement:** Through Science, Technology, Engineering, the Arts, and Mathematics, Samuel Slater Middle School creates a supportive learning environment with high expectations through a culture of loyalty, cooperation, and perseverance.

**Our Vision:** The vision of Slater Middle School is to create and maintain a collaborative learning community that emphasizes student growth and success in a supportive environment.

**Slater Spartans are committed to** Loyalty - Cooperation - Perseverance

The new Principal of the Slater Middle School will join a talented team of professional and support staff including 64 teachers and specialists dedicated to their students and to their own on-going professional development, supplemented by paraprofessionals and office support staff.

**Challenges and opportunities** facing the new principal include significantly improving an underperforming middle school in redesign status; establishing a sense of stability, continuity, and community; and improving teaching and learning.

**The next principal of the Slater Middle School** must be a bold, innovative, and equity-driven instructional leader with the capacity to lead transformational change in a school undergoing redesign. The successful candidate will be expected to:

- Demonstrate a strong track record of school improvement, particularly in underperforming or turnaround contexts
- Lead with a clear vision for academic excellence, culturally responsive teaching, and inclusive practices that meet the needs of all learners
- Inspire and mobilize staff around a shared mission to improve student outcomes, with an emphasis on collaborative problem-solving and distributed leadership
- Design and implement sustainable systems to strengthen core instruction, social-emotional learning, school climate, and family engagement
- Use data and evidence to drive instructional improvement, set ambitious goals, monitor progress, and hold self and others accountable

- Establish clear structures and expectations for staff performance, professional learning, and behavior systems
- Build a culture of high expectations, mutual trust, and shared responsibility for results among students, staff, and the broader community
- Serve as the lead instructional strategist, modeling and supporting effective pedagogy and intervention practices
- Exhibit a deep understanding of the middle grades learner and developmentally appropriate approaches to accelerate growth and achievement

The successful candidate must hold or be eligible for Rhode Island certification as a Middle School Principal and possess at least five years of proven leadership experience in a school demonstrating accelerated improvement.

**A candidate's application materials** should include: 1) a cover letter describing qualifications, professional experience, and reasons for interest in the position, 2) current resume, 3) a completed application, 4) three to five recent letters of reference, 5) college or university transcripts, and 6) verification of licensure or eligibility as a middle school principal in Rhode Island. The Pawtucket School Department offers a regionally competitive salary and benefits package, in the range of \$135,000 - \$145,000 annually, commensurate with qualifications and experience; a bonus is negotiable.

Review of applications will begin on **August 20, 2025**. The expected start date for the new Principal is **October 1, 2025**.

**For more information, please contact:** NESDEC Search Office, Slater Middle School Principal 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) and click on the Executive Search tab, or visit: <https://www.applitrack.com/nesdec/onlineapp/>**