

NATICK PUBLIC SCHOOLS
School Committee Meeting
October 16, 2023
6:00 PM
Virtual Meeting

Thursday, October 12, 2023 @ 3:10 pm

Open Meeting 6:00PM - Virtual Meeting Accessed Via: <https://us06web.zoom.us/j/2038566119?pwd=TmtsdxgXenQ0YXRlN1FicHVpd3hEZz09> Meeting ID: 203 856 6119 Passcode: 987179 One tap mobile +13126266799,,2038566119# US (Chicago) +16465588656,,2038566119# US (New York) Dial by your location +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York) Meeting ID: 203 856 6119 Find your local number: <https://us06web.zoom.us/u/keAEm9sL> . If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Chair, Shai Fuxman (sfuxman@natickps.org), one hour prior to the start of the meeting. Your email should include your name, town and your request to be called upon during the public speak portion of the agenda. The School Committee Chair will then announce your name and you will be unmuted and prompted to turn on your video for your opportunity to share your remarks. Per our public speak policy, each speaker will have up to 3 minutes.

Posted In Accordance with Provisions of M.G.L. Chapter 30A, Sections 18-25

OPEN SESSION

- Roll Call

PUBLIC SPEAK

Public Speak is scheduled for a period of fifteen minutes. Each speaker will be permitted a maximum of three minutes during which time they can speak about topics within the scope of responsibility of the School Committee. All remarks will be addressed through the School Committee Chair.

Special Meeting Item

1. Superintendent Search
Focus Group Proposal - draft

Invitation Letter for Candidates - draft

Agenda items will be addressed in an order determined by the chair. Times are approximate.

ITEM TITLE: Superintendent Search

DATE:

ITEM TYPE: Action

ITEM SUMMARY: Focus Group Proposal - draft

Invitation Letter for Candidates - draft

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Focus Group Proposal - draft	Focus_Group_Proposal_(1).pdf	Cover Memo
Invitation Letter for Candidates - draft	Invitation_Letter_for_Candidates_-_draft.pdf	Cover Memo

Superintendent Search – Focus Group Proposal

Focus Groups are scheduled to occur between 10/30–11/17

Focus Groups:

- NPS Administrators: Building Administrators and Central Office – Ad Council Meeting November 16 9–11
- Students: High School – Sue is talking with VP today 10/10
- Teachers/School Staff: potentially 2 in person groups – 2:30 and 3:30 so we can have as many members attend as possible – Sue is working with union presidents to confirm this would work and to encourage members to participate
- Parents/Community Members: 2 sessions – one morning and one evening session (evening session might be via Zoom only to allow for more flexibility) – we will send this out via school messenger, Engage and to the town with support from the town communication director – a sign up so we know how many will attend and may potentially need to split groups
- Town Administrators (paid and volunteer) – Shai and Matt are connecting with these groups (Town Administrator, Police Chief, Fire Chief, Selectboard, Fin Comm, Health Department, Board of Health)

Focus Groups will have focused questions related to: What are the characteristics you are looking for in a Superintendent? What types of experience should the new superintendent possess? What are the major issues you want the superintendent to address?..



New England School Development Council

28 Lord Road, Marlborough, MA 01752 ➤ Tel: 508-481-9444 ➤ www.nesdec.org

EXECUTIVE OPPORTUNITY

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

Dear Fellow Educator:

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

The Town of Natick is located 20 miles west of Boston, 37 miles east of Worcester and 42 miles north of Providence and covers 16.1 square miles.

Natick 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 Audubon Broadmoor Society. The Town also has many wonderful restaurants, shopping in the center of town and in the Natick Collection, and a performing arts center.

Representative Town Meeting is the governing body for Natick which is led by an appointed Town Administrator and elected Select Board. The current Town Administrator and School Superintendent have a positive and cooperative working relationship.

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 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 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. This outstanding leader should have a record of building successful teams and developing strong collaborative relationships while striving for academic excellence.

The position offers an opportunity to lead a district that has:

- Demonstrated high achievement among students
- Strong commitment to equity and a sense of belonging
- A focus on the social-emotional well-being of students
- Eighty-five percent (85%) of students taking AP exams scoring 3 or better
- A strong, dedicated staff

Qualifications: Qualified candidates must have strong communication skills and highly-evolved interpersonal skills, as evidenced by effective communication and collaboration with a variety of constituent groups.

The ideal candidate will have experience with:

- Demonstrably improving student achievement
- Effective instructional strategies
- Team building
- Financial operations
- Facilities/building projects

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**.

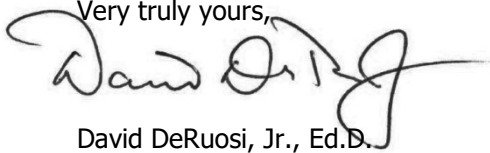
For more information, please contact: Dr. Sally Dias/Dr. Judith Paolucci; Natick Superintendent Search; NESDEC; 28 Lord Road; Marlborough, MA 01752; Phone: 508-481-9444, Email: search@nesdec.org

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

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

I look forward to your application or your nomination of a qualified applicant. All inquiries and nominations are considered confidential and should be made to the NESDEC office. Thank you in advance for your consideration.

Very truly yours,



David DeRuosi, Jr., Ed.D.
Executive Director

Member:



NSDC

National School Development Council