November 4, 2024

To the members of the Berlin-Boylston Regional School Committee:

The Massachusetts Association of School Committees (MASC) is pleased to respond to the Committee's request for a proposal for consulting services for the district's upcoming superintendent search.

Hiring your next Superintendent of Schools is one of the most important decisions that your Committee will make. The individual you select to lead the district will shape the learning environment for years to come. The ability to meet the Berlin-Boylston Regional Schools' high standards, improve student achievement, serve every student effectively, recruit-and retain-outstanding personnel, build for the future, support positive relationships with the community, and ensure a continued favorable reputation for the district will depend on the superintendent you choose. The process leading up to that selection will involve many factors, which- with experienced assistance-you can manage for a successful outcome.

MASC is uniquely positioned to assist the Berlin-Boylston Regional School Committee in this process, from the initial planning stages, through recruitment, interviews, and final selection. Our purpose is to help you review your situation, explore your options, plan your course of action, and implement the logistics necessary to go forward in a positive, transparent manner in which the Committee maintains control throughout the process.

Our track record speaks for itself. Since 1989, MASC has provided search consultant services for more than 150 urban, suburban, regional, rural and technical districts across the state. As your Association, our goal is to help you identify the attributes the district expects in its next Superintendent and bring the most qualified candidates to the interview table for your consideration. We have no agenda other than that which the Committee defines. Our experienced team understands your unique concerns and needs. Our staff have the skills and sensitivity to bring together the Committee and the instructional leader who matches your criteria and reflects the community's goals for its children.

We emphasize that it is the district's search from start to finish. Our team will coordinate all aspects of the search process, including conducting focus groups, assisting with goal setting, advertising, recruitment, interview preparation and will attend all interviews and other sessions related to the search. I have attached a more detailed outline of the specific services MASC will provide the Committee; a cost proposal which is determined based on the level of services the Committee requests; and capsule resumes of the MASC superintendent search team. As the MASC Field Representative to the Berlin-Boylston Regional School Committee, I will work directly with you, but also have the resources and expertise of my colleagues to help ensure a complete, competent, and successful search.

I look forward to the opportunity of working with you on this search. Please let me know if you

have other questions about our services or any aspect of the superintendent search process.

Sincerely,

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