BERLIN-BOYLSTON PUBLIC SCHOOL DISTRICT
BERLIN-BOYLSTON, MASSACHUSETTS

AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR SUPERINTENDENT (Interim)

Personal Information:

Name David S. Cutler

Address [redacted]

[redacted]

city state zip

Email Address [redacted]

Home Phone _____

Office Phone _____

Cell Phone [redacted]

How may we contact you? ☐ at work ☐ at home ☑ by e-mail ☑ by cell phone

Certifications Held

Certification	State
Superintendent/Assistant Superintendent,	MA
Principal/ Assistant Principal Pre K- 12 ,	MA
Special Education Administrator,	MA

Are you licensed as a superintendent in Massachusetts? ☑ YES ☐ NO

Are you eligible for licensure as a superintendent in Massachusetts? ☑ YES ☐ NO

If not, have you submitted an application for certification as a superintendent in Massachusetts? ☐ YES ☐ NO

Date of application: _____

Current School District Information:

Are you presently under contract to a school district? Yes

If yes, when does your contract expire? June 30, 2026

Name of District Bellingham Public Schools

Position Principal

Academic and Professional Training:

High School(s), Colleges, Universities Attended	Location	Degree
Milford High School	MA	HS Diploma
Framingham State University	MA	Bacherlors of Arts
Concordia University	OR	Masters of Education
University of New England	ME	Doctor of Education

Professional Experience:

No. Years	Dates From/To	Position	School District
6	2006 - 2012	Director of Safety and Security	Milford Public Schools
2	2012 - 2014	Dean	Worcester Charter School
11	2014 - Present	Principal	Bellingham Public Schools

Other Relevant Work Experience and Achievements:

Title IX Investigator

Memberships in Professional Organizations:

MSAA Board of Directors

References:

Please list below the names and addresses of three persons who have knowledge of your professional competence and character, whom we may contact should you become a finalist.

Name Lisa Surrette Address [redacted]

Relationship Administrative Assistant Phone Number [redacted]

Name Kathy Fortier Address [redacted]

Relationship Administrative Assistant Phone Number [redacted]

Name Maureen Loftus Address [redacted]

Relationship School Nurse Phone Number [redacted]

A complete application form includes the following:

X 1. A completed and signed application form. **APPLICATIONS WILL NOT BE CONFIDENTIAL.**

X 2. An up-to-date resume.

X 3. A copy of the candidate's Massachusetts superintendent license, or evidence that the candidate is eligible for licensure as a superintendent in Massachusetts and has submitted his/her application to the Department of Education.

X 4. Evidence of highest degree earned (copy of diploma, license and/or certificate).

X 5. Three recent letters of reference (within the past three years preferred) from persons **other than those listed on the previous page**.

X 6. The Committee requests a personal statement describing your major educational accomplishments and the specific leadership and management skills you can bring to the superintendency of the Berlin-Boylston Public School District.

All application documents listed above must be received in the MASC office on or before **April 4, 2025** at 3:00pm.

Please note: MASC does not maintain an applicant file for use in future searches.
A new application and application materials listed are required for each search.

I understand that my application will become public information.

Signature _____ Date March 16, 2025

Send all information to:

Berlin-Boylston Public Schools Search
c/o Tracy Novick
MASC
One McKinley Square
Boston, Massachusetts 02109
Telephone: (617) 523 – 8454
FAX: (617) 702 – 4111

Email all information to Ann-marie Martin: amartin@masc.org

For further information please contact Tracy Novick at tnovick@masc.org (508-579-5472)
Please do not contact school committee members or members of the school administration.

DAVID S. CUTLER

[redacted]

EXECUTIVE LEADERSHIP | STRATEGIC GOVERNANCE | EDUCATIONAL ADMINISTRATION

Dynamic and results-oriented executive leader with extensive experience in governance, institutional leadership, and high-stakes decision-making. A proven strategist in organizational management, policy implementation, and stakeholder engagement, adept at driving systemic improvements that enhance institutional effectiveness. A highly skilled communicator, recognized for the ability to craft and manage organizational narratives in critical moments ranging from strategic marketing and institutional recognition to crisis management and stakeholder support, ensuring clarity, cohesion, and long-term impact. Expertise in navigating complex regulatory frameworks with a strong foundation in education law and compliance, upholding the highest standards of accountability and institutional excellence. Committed to fostering transformative change through data-driven strategies, operational oversight, and an unwavering dedication to equity, innovation, and student success.

PROFESSIONAL EXPERIENCE

[redacted]

Bellingham Memorial Middle School | Bellingham, MA | September 2019 – Present

- Provide visionary leadership for a 600-student middle school (Grades 4-7), overseeing faculty, staff, operations, and policy implementation.
- Directly manage and evaluate 106 faculty and staff, ensuring instructional excellence, professional growth, and adherence to state and federal education standards.
- Lead strategic planning, policy development, and budget management, aligning institutional priorities with district and state objectives.
- Drive Tier 1 instructional improvements in English Language Arts (ELA), incorporating metacognitive strategies and data-driven interventions to enhance student performance.
- Oversee compliance with state and federal regulations, ensuring operational integrity, governance best practices, and institutional accountability.

[redacted]

Keough Memorial Academy | Bellingham, MA | August 2014 – 2019

- Led a therapeutic day junior/senior high school (Grades 7-12) with a specialized focus on student behavioral and academic interventions.
- Managed an operating budget exceeding $1.2 million, optimizing financial and human resources for maximum impact.
- Supervised and evaluated faculty and staff, fostering a culture of professional growth, high

expectations, and instructional rigor.
• Strengthened community partnerships, securing funding, in-kind donations, and external support to enhance student services.

Spirit of Knowledge Charter School | Worcester, MA | July 2012 – October 2013

• Served as a high-impact leader within a diverse urban school setting, managing discipline, compliance, and community relations for 190 students.
• Functioned as acting school administrator in the absence of the Executive Director, ensuring seamless operations and governance.
• Designed and implemented student discipline policies, fostering a restorative justice framework to improve student behavior and engagement.
• Established anti-bullying initiatives and professional development programs, enhancing school culture and stakeholder trust.
• Spearheaded coordinated program review with the Department of Elementary and Secondary Education (DESE), ensuring regulatory compliance.
• Represented the school in legal matters, liaising with external agencies and legal bodies on student welfare and institutional accountability.

Doctor of Education (Ed.D.) in Transformational Leadership (2024)
University of New England

Juris Doctor (JD) – Legal Studies in Education & Governance (Coursework Completed)
Massachusetts School of Law, Andover, MA

Master of Education (M.Ed.) in Educational Leadership (2014)
Concordia University

Bachelor of Arts (B.A.) in Psychology & History (2011)
Framingham State University

National Institute of School Leadership (NISL) Certificate (2018)
Fitchburg State University

Massachusetts DESE License #479021

• Board of Directors, Massachusetts Secondary School Administrators Association
• National Association of Secondary School Principals
• Massachusetts Student Bar Association
• Massachusetts Veterans Bar Association
• Member, Disabled American Veterans
• Member, Veterans of Foreign Wars
• Member of the American Legion

UNOFFICIAL LICENSE INFORMATION

David Cutler

[redacted]

Educator: David Seth Cutler

MEPID [redacted]

This license information was generated by the educator from the Department's electronic licensure file, ELAR. It should not be taken as proof of current licensure or as an official record. The Department advises that verification of this information via ELAR is always necessary.

License # [redacted]

Original Certification Date: 09/09/2014

FIELD(LEVEL)	CATEGORY	APPLICATION TYPE	ISSUE DATE	EXPIRATION DATE
Special Education Administrator (All Levels)	ACADEMIC	Initial	09/21/16	**
*Principal/Assistant Principal (5-8)	ACADEMIC	Professional	09/06/16	09/05/26
Principal/Assistant Principal (PreK-6)	ACADEMIC	Professional	10/19/16	10/18/26
Principal/Assistant Principal (9-12)	ACADEMIC	Professional	09/15/16	09/14/26
Superintendent/Assistant Superintendent (All Levels)	ACADEMIC	Initial	09/15/17	**
SEI-Admin (Level depends on prereq license)	ACADEMIC	Endorsement	06/08/16	***
VocTech Superintendent/Assistant Super (9-14)	VOCED	Initial	12/21/23	**

*** Primary Area**

**** Valid for five (5) years of employment.**

***** Due to varying requirements, please pay attention to the specific requirements for the potential of renewing an endorsement.**

Please contact the Department of Elementary and Secondary Education customer service at 781-338-6600, if your license information above is incorrect or incomplete.

ELAR

ELEMENTARY & SECONDARY EDUCATION

UNIVERSITY OF NEW ENGLAND

Biddeford Campus: 11 Hills Beach Road | Biddeford, ME 04005 | (207) 602-2473

Record of: David Seth Cutler
Student ID: [redacted]

Date Issued: 20-DEC-2023

DAVID S CUTLER

Level: Doctorate

Current Program
College : Professional Studies
Major : Education Leadership

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
INSTITUTION CREDIT:						
Spring Semester 2018						
EDU	801	Prep/Transformative Leadership	3.00	HP	0.00	
EDU	802	Qualitative Research Methods	3.00	HP	0.00	
	Ehrs: 6.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Summer Semester 2018						
EDU	803	Interpreting Empirical Data	3.00	P	0.00	
EDU	804	Technology & Educ Transform	3.00	P	0.00	
	Ehrs: 6.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Fall Semester 2018						
EDU	805	Managing Change	3.00	HP	0.00	
EDU	806	Policy Analysis	3.00	P	0.00	
	Ehrs: 6.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Spring Semester 2019						
EDU	807	Enacting Transformative Leader	3.00	P	0.00	
EDU	808	Using Theory to Guide Research	3.00	P	0.00	
	Ehrs: 6.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Summer Semester 2019						
EDU	809	Conceptualizing Applied Research	3.00	P	0.00	
EDU	810	Ethical Leadership	3.00	HP	0.00	
	Ehrs: 6.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:						
Fall Semester 2019						
EDU	811	Diagnosing Organizational Dynamics	3.00	P	0.00	
EDU	812	Dissertation Seminar I	3.00	F	0.00	
	Ehrs: 3.00	GPA-Hrs: 3.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Spring Semester 2020						
EDU	812	Dissertation Seminar I	3.00	P	0.00	
	Ehrs: 3.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Summer Semester 2020						
EDU	813	Dissertation Seminar II	3.00	W	0.00	
	Ehrs: 0.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Spring Semester 2021						
EDU	813	Dissertation Seminar II	3.00	P	0.00	
EDU	814	Dissertation I	3.00	P	0.00	
	Ehrs: 6.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Summer Semester 2021						
EDU	815	Dissertation II	3.00	P	0.00	
EDU	816	Dissertation III	3.00	P	0.00	
	Ehrs: 6.00	GPA-Hrs: 0.00	QPts: 0.00		GPA: 0.00	
Good Standing						
Fall Semester 2021						
EDU	817	Dissertation IV	3.00	P	0.00	
EDU	818	Dissertation Completion	1.00	P	0.00	

********** CONTINUED ON PAGE 2 **********

Kathy K. Davis
University Registrar

EXPLANATORY LEGEND AND AUTHENTICITY STATEMENT APPEAR ON REVERSE SIDE

Record of: David Seth Cutler
Student ID: [redacted]

Date Issued: 20-DEC-2023

Level: Doctorate

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:						
	Ehrs: 4.00	GPA-Hrs: 0.00	QPts: 0.00	GPA: 0.00		
Good Standing						
Spring Semester 2022						
EDU	819	Dissertation Completion	1.00	P	0.00	
EDU	820	Dissertation Completion	1.00	P	0.00	
	Ehrs: 2.00	GPA-Hrs: 0.00	QPts: 0.00	GPA: 0.00		
Good Standing						
Summer Semester 2022						
EDU	821	Dissertation Continuation IV	1.00	P	0.00	
EDU	822	Dissertation Continuation V	1.00	P	0.00	
	Ehrs: 2.00	GPA-Hrs: 0.00	QPts: 0.00	GPA: 0.00		
Good Standing						
Fall Semester 2022						
EDU	818	Dissertation Continuation I	1.00	P	0.00	
EDU	823	Dissertation Continuation VI	1.00	P	0.00	
	Ehrs: 2.00	GPA-Hrs: 0.00	QPts: 0.00	GPA: 0.00		
Good Standing						
Spring Semester 2023						
EDU	819	Dissertation Continuation II	1.00	P	0.00	
EDU	820	Dissertation Continuation III	1.00	P	0.00	
	Ehrs: 2.00	GPA-Hrs: 0.00	QPts: 0.00	GPA: 0.00		
Good Standing						
Summer Semester 2023						
EDU	821	Dissertation Continuation IV	1.00	P	0.00	
EDU	822	Dissertation Continuation V	1.00	P	0.00	
	Ehrs: 2.00	GPA-Hrs: 0.00	QPts: 0.00	GPA: 0.00		
Good Standing						

********** CONTINUED ON NEXT COLUMN **********

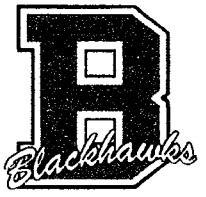
SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:						
Fall Semester 2023						
EDU	818	Dissertation Continuation I	1.00	P	0.00	
EDU	823	Dissertation Continuation VI	1.00	P	0.00	
	Ehrs: 2.00	GPA-Hrs: 0.00	QPts: 0.00	GPA: 0.00		
Spring Semester 2024						
IN PROGRESS WORK						
EDU	819	Dissertation Continuation II	1.00	IN PROGRESS		
	In Progress Credits 1.00					

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	64.00	3.00	0.00	0.00
TOTAL TRANSFER	0.00	0.00	0.00	0.00
OVERALL	64.00	3.00	0.00	0.00

********** END OF TRANSCRIPT **********

Kathy K. Davis
University Registrar



DO YOUR BEST
COMMIT TO SUCCESS
BELLINGHAM MEMORIAL SCHOOL

Joshua F. Hanna, M.Ed
Assistant Principal

I am pleased to provide a recommendation letter on behalf of Dr. David Cutler. I understand he has applied for the role of Superintendent of the Sutton Public Schools. I have had the opportunity to work with Dr. Cutler for this school year at the Bellingham Memorial School, where he served as the school principal.

Dr. Cutler is a hard worker, highly collaborative, and an effective communicator. He cares deeply about those around him which has allowed him to foster strong relationships built on a foundation of respect and trust. During his time at the Bellingham Memorial School, Dr. Cutler's open-door policy has encouraged open communication and collaboration. He has shown a consistent ability to connect with staff, students, and families, making them feel valued and heard.

Dr. Cutler has the ability to productively engage with families and faculty. Consistent two way communication is a standard he meets at an exemplary level. He creates an atmosphere where students, educators, and families feel supported and heard. One example of this is the collaborative way in which he develops his budget. He carefully considers all of the wants and needs to assure an equitable process.

When encountering challenging situations, Dr. Cutler approaches each instance with a problem-solving mindset and values input from others to make the best decision on behalf of students. His ability to navigate a variety of situations and work towards viable solutions is commendable.

In summary, Dr. Cutler possesses the necessary skills and experience to serve as a district leader. His work ethic and commitment to students and staff is second to none.

Please feel free to contact me if you need further information.

Sincerely,

Joshua F. Hanna

Joshua F. Hanna, M.Ed

Bellingham Public Schools

Dr. Peter D. Marano , Superintendent of Schools
Dream, Achieve, Succeed

May 1, 2023

To Whom It May Concern:

It is a distinct pleasure to write this letter of reference on behalf of David Cutler. I have had the pleasure of working with David for the last 9 years.

David is an outstanding administrator who is committed not only to the development and education of students, faculty, and staff but also to his own professional and personal development. He is continually learning and applying that knowledge to his work. David's expectations and standards are high, and the quality of leadership he provides is admirable. David's interpersonal skills have enabled him to build effective relationships, and he is respected by staff, colleagues, students, parents, and the community.

As the Principal of Bellingham Memorial School, David's calm and steady leadership provides stability and direction to students, faculty, parents, and staff. Open-minded and fair, he is someone that I respect and enjoy working with. David has a caring and collaborative style of leadership. While David is a strong decision-maker, he always listens to other people's points of view and is flexible when needed. He holds people accountable and expects that others hold him in that same light.

I highly recommend David Cutler, I believe that he will be an outstanding asset who will continue to show great vision, integrity, and compassion. If you have any questions, please feel free to contact me at [redacted].

Sincerely,

Peter D. Marano, Ed.D
Superintendent of Bellingham Public Schools

Bellingham Public Schools

Dr. Peter D. Marano, Superintendent of Schools
Dream, Achieve, Succeed

February 04, 2023

To Whom It May Concern,

I am delighted to have the opportunity to write this letter of recommendation for David S. Cutler, whom I have known for eight years, as a candidate for superintendency. I first met David in the spring of 2015 when I started as School Resource Officer in the Bellingham School District.

David is extremely intelligent and his passion and enthusiasm make everyone around him better at their jobs. His very enthusiastic attitude has turned the Keough Memorial Academy and the Bellingham Memorial School into highly sought-after places of learning both in Bellingham and abroad. Many School districts in and out of state have come to the school for help in educating students when other schools have been unable to give what David's leadership and foresight have to offer. I am proud to be a part of a school system that feels that every student has the ability to learn and achieve no matter what challenges they may face. Dr.Cutler's grit and determination coupled with his strong business acumen have not only transformed the school but changed the face of both therapeutic education and 21st century educational leadership as we know it.

As a long-time police officer, I am confident in Dr.Cutler's strong leadership abilities; he is very logical in his thinking and works well as a team member but clearly leads from the front in any and all situations that he is presented with. If I was building a team in any industry David would be at the top of my list for recruitment to lead that organization, without question. He is a model member of our community at large and highly regarded by all that know him. In summation, David has earned my admiration and respect through the things I have seen him do for others and I do not hesitate in calling him a great friend and supporting him in his future endeavors and candidacy for top-level positions.

Sincerely,

Douglas P. Houston

David S. Cutler, Ed.D

[redacted]

Dear Search Committee,

I am honored to submit my candidacy for the superintendency of the Berlin-Boylston Public School District. This role aligns with my leadership philosophy and commitment to student success. With over a decade in educational leadership, I have dedicated my career to fostering transformative change, enhancing institutional effectiveness, and building inclusive, student-centered learning environments.

As Principal of Bellingham Memorial Middle School, I have led a diverse community of 600 students and over 100 staff, focusing on instructional excellence, data-driven decision-making, and Tier 1 improvements, particularly in English Language Arts. I have prioritized metacognitive strategies like Claim, Evidence, and Reasoning (CER) to enhance student engagement and achievement while fostering teacher development through research-based practices.

Beyond instructional leadership, I bring expertise in governance, policy implementation, and financial oversight, managing multi-million-dollar budgets to support students and staff effectively. My tenure as Principal of Keough Memorial Academy, a therapeutic day school, strengthened my ability to lead complex educational environments and advocate for equitable resource allocation. Additionally, my experience in urban education as Dean of Students at Spirit of Knowledge Charter School in Worcester reinforced my commitment to equity-driven leadership, restorative practices, and strong school-community partnerships.

With a Doctorate in Transformational Leadership and coursework in Legal Studies in Education and Governance, I have a strong foundation in education law, regulatory compliance, and strategic planning. My leadership roles within state and national education organizations ensure I remain at the forefront of best practices and policy trends.

I am a collaborative and transparent leader, deeply committed to ensuring every student has access to a high-quality education that prepares them for success. I welcome the opportunity to bring my experience, vision, and passion for education to Berlin-Boylston and look forward to the possibility of leading with integrity and purpose.

Sincerely,

David S. Cutler, Ed.D