Sudbury Public Schools

40 Fairbank Road
Sudbury, Massachusetts 01776

Sudbury Public Schools: Superintendent of Schools Position Posting

The Sudbury Public School Committee has engaged the Collins Center for Public Management at the University of Massachusetts Boston to assist the District with its active search for an experienced, qualified candidate for the position of Superintendent of Schools, for a term beginning July 1, 2027.

The Sudbury Public School District serves the vibrant and increasingly diverse community of the K-8 schools in Sudbury, Massachusetts, approximately 20 miles west of Boston. SPS consistently ranks among the highest-performing public-school districts in Massachusetts. The district offers a rigorous, student-centered educational experience focused on academic excellence, creativity, collaboration, and the development of independent thinkers. Sudbury Public Schools is committed to meeting the varied learning needs of all students through high-quality differentiated instruction, a safe and inclusive school environment, strong instructional leadership, and the thoughtful use of data to inform teaching and learning. Students are well prepared to continue their education as knowledgeable, curious, and engaged learners who contribute positively to their communities.

SPS serves approximately 2,500 students in preschool through grade 8 and operates with an annual budget of approximately $50 million. It employs approximately 550 staff, including more than 280 certified professionals. The district reflects the growing diversity of its community, with a student population that is approximately 77% White, 10% Asian, 7% Hispanic/Latino, 9% multiracial, and 3% Black/African American. Approximately 2% of students are English Language Development (ELD) students, and 30% are identified as high needs students. While Sudbury is known for its educational attainment and economic prosperity, the district also serves families with significant educational and economic needs. This blend of affluence and need enriches the school community and reinforces a commitment to both excellence and equitable access.

The next Superintendent will join a high-performing district with a strong foundation of academic excellence and a community deeply invested in its schools. Sudbury Public Schools has demonstrated a commitment to continuously strengthening teaching and learning, including recent work in curriculum innovation, literacy, mathematics, science, social-emotional learning, digital citizenship, and the thoughtful integration of emerging technologies. The district's commitment to equity and inclusion is grounded in the belief that “all means all,” with an expectation that every student is known, valued, challenged, and supported. Strong partnerships among educators, families, the School Committee, and the broader Sudbury community provide an important foundation for the district's continued success.

The next Superintendent will build on this strong foundation by advancing innovative teaching and learning, strengthening student experiences across all grade levels, and ensuring that every student has the opportunity and support to reach their full potential. Supported by a strong, stable, and experienced leadership team with deep institutional knowledge, the Superintendent will inherit an organization committed to continuous improvement and student success. For a leader who values collaboration, innovation, transparency, and educational excellence, Sudbury offers an exceptional opportunity to lead one of Massachusetts' premier public-school districts at a pivotal moment in its history.

Qualifications

The successful candidate will possess:

- Superintendent/Assistant Superintendent licensure in Massachusetts or eligibility for licensure
- A minimum of 10 years of experience in public education, including significant leadership experience
- Demonstrated success as a district-level administrator, principal, or comparable educational leader
- Experience leading instructional improvement and organizational change
- Strong understanding of curriculum, assessment, student support systems, and educational best practices
- Demonstrated commitment to equity, inclusion, and opportunity for all students
- Experience managing complex budgets and organizational systems
- Experience developing strong partnerships with educators, families, communities, and governing bodies
- Exceptional written and verbal communication skills
- Master's degree required; doctorate preferred

The Sudbury School District will negotiate a competitive compensation and benefit package, commensurate with experience and qualifications. The anticipated starting salary range is $230,000 to $270,000, along with a competitive benefits package.

APPLICATION INSTRUCTIONS

The application deadline for this position is **Monday, November 23, 2026**.

To apply, please email a letter of interest and a resume to the Collins Center Recruitment Team at collinscenterrecruit@umb.edu. Please use the following format for the subject line: "SPS - Last Name."

Please note that applicants should not contact the Sudbury Public School Committee members or district staff directly. All applications must be submitted to the Collins Center Recruitment email.

For more information about the District, please check their website at: Sudbury.k12.ma.us.

For further inquiries, please feel free to contact the Collins Center recruitment team via email at: Bill Lupini at William.Lupini@umb.edu; Mary Flanders Aicardi at Mary.Aicardi@umb.edu; or Marie Altieri at Marie.Altieri@umb.edu.

The Sudbury Public School District does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, pregnancy and pregnancy-related condition, age, active military/veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, employment policies, and other administered programs and activities.

To learn more about the Collins Center for Public Management please visit the website: www.umb.edu/cpm.