SUDBURY PUBLIC SCHOOLS
SUPERINTENDENT OF SCHOOLS

40 Fairbank Road, Sudbury, Massachusetts 01776 • www.sudbury.k12.ma.us

ABOUT THE SEARCH

The Sudbury Public School Committee has engaged the Collins Center for Public Management at the University of Massachusetts Boston to conduct a comprehensive search for an experienced, principled, and visionary educational leader to serve as the next Superintendent of Schools. The anticipated start date for the position is July 1, 2027.

SUDBURY COMMUNITY & DISTRICT

Located 20 miles west of Boston, Sudbury is a historic, vibrant New England town renowned for its civic engagement, natural beauty, and deep commitment to public education. Sudbury Public Schools (SPS) is a premier PreK–8 district that consistently ranks among the highest-performing public school systems in Massachusetts.

SPS provides a student-centered education that balances high academic achievement with creativity, collaboration, and social-emotional growth. The district is defined by a blend of community affluence and socioeconomic diversity, reinforcing a shared commitment to both academic excellence and equitable access for every learner.

WHAT OUR COMMUNITY CELEBRATES

Core strengths that make Sudbury an exceptional place to lead:

- **Extraordinary Educators & Staff:** SPS is anchored by dedicated, highly skilled teachers and support staff who foster warm, caring school cultures and strong relationships with students.
- **A Tradition of Academic Excellence:** The district enjoys a proud reputation for high expectations, strong student outcomes, and preparing learners to thrive as independent, curious thinkers.
- **Engaged Families & Active Partnerships:** Sudbury benefits from deeply invested families, active Parent-Teacher Organizations (PTOs), and strong community volunteerism.
- **Whole-Child Support:** From robust special education and mental health programming to METCO partnerships, the district is committed to the belief that “all means all.”

DISTRICT BY THE NUMBERS

GRADE SPAN	ENROLLMENT	WORKFORCE	OPERATING BUDGET
PreK – Grade 8 (4 Elementary, 1 Middle)	**~2,500 Students**	**~550 Total Staff (280+ Certified)**	**~$50 Million**

STUDENT DEMOGRAPHICS*

77% White | 10% Asian | 9% Multiracial | 7% Hispanic/Latino | 3% Black/African American

30% High Needs | 2% English Language Development (ELD)

*** DESE, November 2026**

THE LEADERSHIP MANDATE: KEY PRIORITIES

Supported by a seasoned central office and building leadership team, the next Superintendent will inherit a strong foundation while addressing clear priorities identified by the School Committee and broader community:

- **Rebuild Trust Through Transparent Communication:** Serve as an accessible, candid, and visible leader who restores public confidence. The community seeks a superintendent who communicates proactively, explains complex decisions clearly, and actively listens to diverse perspectives.
- **Foster Collaborative Governance:** Partner effectively with the School Committee to establish a healthy, productive governance climate defined by clear role boundaries, mutual respect, and unified strategic direction.
- **Provide Sound Fiscal Stewardship:** Bring strong financial acumen to navigate structural budget constraints, rising operational costs, and long-term capital planning with clarity, accountability, and transparency.
- **Elevate Academic Rigor & Support Diverse Learners:** Maintain SPS's standing as a top-tier district by strengthening literacy outcomes, ensuring curriculum consistency, challenging high-achieving learners, and delivering responsive support for special education and neurodiverse students.
- **Establish a Balanced Vision for Technology & AI:** Lead the district in evaluating instructional technology, Chromebook usage, screen time, and artificial intelligence to ensure digital tools enhance—rather than distract from—deep learning.

IDEAL CANDIDATE PROFILE & QUALIFICATIONS

The School Committee seeks an ethical consensus-builder with demonstrated instructional expertise, political acumen, and a collaborative leadership style.

REQUIRED QUALIFICATIONS

- Massachusetts DESE licensure as Superintendent/Assistant Superintendent, or eligibility for licensure.
- Master's degree in Education, Administration, or a related field.
- Ten years in public education, including leadership experience as a district-level administrator, principal, or comparable educational leader.
- Proven track record in leading instructional improvement, curriculum assessment, and organizational change.
- Demonstrated experience managing complex municipal or school budgets and operational systems.
- Exceptional written, verbal, and interpersonal communication skills.

PREFERRED QUALIFICATIONS

- Earned Doctorate (Ed.D. or Ph.D.).
- Prior experience as a Superintendent of Schools and background as a classroom teacher.
- Experience leading in high-performing, engaged suburban communities with complex stakeholder dynamics.

SALARY AND BENEFITS

The anticipated starting salary is $230,000 - $270,000 depending on qualifications and experience. The District offers a competitive benefit package.

APPLICATION PROCESS & CONTACT INFORMATION

Application Deadline: Wednesday, November 25, 2026

Interested candidates should email a **letter of interest** and a **resume** to the Collins Center Recruitment Team at **collinscenterrecruit@umb.edu**.

Subject Line Format: "SPS - Last Name"

Note: *Applicants should not contact Sudbury Public School Committee members or district staff directly. All applications must be submitted to the Collins Center Recruitment email.*

For Further Inquiries, Contact:

Bill Lupini: William.Lupini@umb.edu
Mary Flanders Aicardi: Mary.Aicardi@umb.edu
Marie Altieri: Marie.Altieri@umb.edu

Collins Center Information:
www.umb.edu/cpm

The Sudbury Public Schools is an equal opportunity employer committed to expanding workforce diversity and prohibiting discrimination based on race, color, religion, national origin, age, sex, gender identity, sexual orientation, homelessness, or disability across all programs and activities, while fostering a harassment-free environment.