Brad Crozier



"His eight years of leadership are defined by student-centered decision-making, thoughtful collaboration with staff and community, and a consistent ability to align resources to deliver meaningful results."

-- Nicole Burnard, Former School Committee Chair

"Brad is a thoughtful, strategic, and highly collaborative leader who builds strong relationships, communicates with clarity and empathy, and creates the conditions for others to grow and succeed."

-- Sara Harvey, Loring School Principal

"He has a rare ability to take on complex challenges, work through them methodically, and turn uncertainty into clear, actionable direction while maintaining a steady, solutions-focused approach."

-- Silvia Nerssessian, Former School Committee Chair

"He empowers his team and builds a culture of trust and shared purpose, inspiring others to work even harder for a common mission."

-- Stephanie Juriansz, Director of Student Services

EDUCATION:

2004 - 2007	*Boston College, Chestnut Hill, MA* *Advanced Graduate Studies in Education Administration and Policy*
1998	University of Arkansas, Fayetteville, AR Graduate Studies in School Administration
August, 1995	University of Bridgeport, Bridgeport, CT **Master of Science,** Elementary Education
May, 1993	Graceland University, Lamoni, IA **Bachelor of Arts,** Business Administration: Concentration in Marketing and Human Resource Management

CERTIFICATIONS: **Massachusetts Superintendent/Assistant Superintendent**
Massachusetts Elementary School Principal, K-6

EXPERIENCE:

July 2026 – Present Carlisle Public Schools, Carlisle, MA 01741

Interim Superintendent of Schools

- Launched implementation of the district's new strategic plan
- Identified and accelerated state compliance requirements for food service operations
- Audited the district budget to identify cost savings and realign resources to priorities

July '18 – June 2026 Town of Sudbury, Sudbury, MA 01776

Superintendent of Schools

- Recruited, developed, and retained high-quality educators and administrators, strengthening leadership capacity across all schools and mentoring building leaders to advance instructional practice
- Negotiated and implemented multiple collective bargaining agreements while maintaining strong, trust-based relationships through consistent engagement with union leadership
- Built a culture of collaboration and trust through structured communication systems, including regular staff listening sessions, leadership meetings, and ongoing engagement with families and the School Committee
- Led district workforce planning and staff support through complex challenges, including COVID-19 and public health crises, maintaining continuity, morale, and high-quality instruction
- Strengthened staff effectiveness through aligned professional development, expanded instructional leadership structures, and district-wide data team implementation to support continuous improvement
- Improved student outcomes, including a return to pre-pandemic achievement levels and state recognition for academic recovery efforts
- Advanced inclusive practices and expanded in-district programming, improving service delivery while reducing reliance on out-of-district placements

- Maintained fiscal stewardship, aligning resources to strategic plan while navigating financial constraints
- Passed and implemented operating budgets and capital initiatives through effective communication, transparency, and community trust
- Led development and execution of a multi-year strategic plan grounded in student-centered decision making and measurable outcomes
- Enhanced systems for safety, communication, and operations to support students, staff, and families

July '07 – June '18 Town of Wayland, Wayland, MA 01778

Assistant Superintendent for Curriculum and HR

- Facilitated the hiring process and mentored eight new administrators
- Negotiated multiple three-year settlements with unions in harsh economic times; met bi-weekly with union presidents to build trust and resolve issues quickly
- Chaired all of the District's Curriculum Committees to research, implement, and evaluate curriculum
- Created Wayland Institutes, a self-sustaining summer PD for teachers in Math, ELA & STEAM
- Chaired the "Elevating Achievement" team for the School Committee Summit for long-range strategic planning
- Served on Futures Team to generate Educational Specifications for Wayland's new $71m High School
- Implemented policies and procedures to streamline HR functions and decrease errors
- Created a standards-based school report card that aligns to district's strategic plan

July '01 – June '07 Happy Hollow School, Wayland, MA 01778

Principal; K-5

- Improved staff development model to differentiate program for teachers
- Improved school-to-home communication with bi-weekly newsletters and website
- Hired and evaluated staff members (professional and non-professional)

Aug. '00 – June '01 Gentry Intermediate School, Gentry, AR 72734

Principal; 3-5

- Maintained facilities and budget; evaluated teachers to ensure teaching of state standards
- Disaggregated standardized test scores to evaluate student progress

Aug. '98 – June '00 Gentry Elementary School, Gentry, AR 72734

Assistant Principal; K-5

- Trained as the Special Education Designee and managed all discipline incidents

Sept. '96 – July '98 Gravette Middle School, Gravette, AR 72736

Classroom Teacher; Sixth Grade Science

- Taught hands-on science and served as grade level head

MEMBERSHIPS: Massachusetts Association of School Personnel Administrators (MASPA) – **President 2018**
Massachusetts Association of School Superintendents (MASS)
Massachusetts Computer Using Educators (MassCue)
Association for Supervision and Curriculum Development (ASCD)

PRESENTATIONS: MASC Presenter "Data Driven Strategies to Support All Learners" 2024
MASS Presenter "Communication That Works" 2022
Wayland Institute, **Director**, 2009 - 2018
Team Member, Using Lab Classrooms to Promote Professional Growth and Literacy, NCSD, Dallas 2007