



An Invitation to Apply
SUPERINTENDENT OF SCHOOLS
Southeastern Regional Vocational Technical School District
South Easton, MA 02375

POSITION DESCRIPTION

The Southeastern Regional District School Committee seeks an experienced, dynamic educator with outstanding professional and interpersonal skills to lead their school district. The successful candidate will demonstrate competence to excel and confidence to collaborate with community and school leaders. The Southeastern Regional Vocational Technical High School District (SERSD) places a very high priority on public education and its students and the next superintendent will continue to cultivate excellence, respect, and collaboration among students, faculty, parents and the community.

QUALIFICATIONS

- Seven or more years of combined teaching/administrative experience in the field of education, preferably vocational/technical education
- Advanced Degree (Master's, CAGS, Doctorate, etc.)
- Licensed as a vocational superintendent 9-14 or eligible for certification
- Visionary leader with solid problem-solving skills and an entrepreneurial spirit
- Successful experience in school-based management, with demonstrated leadership working with faculty, staff, and teams
- Experience with finance and operations management
- Experience with school-based technology and comfort with identifying and implementing technology enhancements and upgrades
- Experience interacting with people of different cultural backgrounds, including those whose primary language is not English
- Effective communicator known for transparency, with excellent writing, presentation, and interpersonal skills

TOP SKILLS & ABILITIES

Southeastern stakeholders identified the following top skills and abilities for the next Superintendent:

1. Experience in vocational education
2. Success in improving and maintaining top academic performance
3. Accessible to parents and community members
4. Understands and recognizes effective teaching practices
5. Successful school administration experience
6. Visible in the school community and participates in community activities

Stakeholders also identified the most significant **current or future issues** that will need to be addressed by the next Superintendent:

1. Fostering an environment of trust, respect and equity
2. Maintaining academic standards and high student achievement
3. Student career development, growth and employment
4. Curriculum development and assessment
5. Communication with parents and the community

ABOUT SOUTHEASTERN

Student enrollment: Approx. 1,600
Budget FY2022: \$33,193,357

Administrative Staff: 20
High School Teachers: 137
Technical Institute Teachers: 21
Paraprofessionals: 37
Clerical: 15
Custodians/Maintenance: 25
Cafeteria Staff: 16
Other: 21



SOUTHEASTERN REGIONAL DISTRICT SCHOOL COMMITTEE

Tony Branch, Chair, Brockton
Gerson Monteiro, Brockton
Joseph Dutcher, East Bridgewater
Michael Pietrowski, Easton
Stephen Udden, Foxborough

Christine Gaze, Mansfield
Barbara Kaplan, Norton
Mindy Kempner, Sharon
Robin Zoll, Stoughton
Susan Sullivan, W. Bridgewater

KEY RESPONSIBILITIES

- The superintendent will possess the proven administrative, leadership and personal skills necessary to ensure success for the entire Southeastern community.
- The superintendent will be a thought leader in Career and Technical Education and workforce development.
- The next superintendent will be a strong communicator known for transparency, with excellent verbal and written skills effectively representing Southeastern member towns and their stakeholders, including municipal leaders, finance committees, town meeting members, the mayor, city councils, and other community members.
- The superintendent will be the public face of Southeastern, demonstrating to students, parents, and the community that they have an excellent school available to them that will provide students with the advantage of relevant career-based experiences as well as high-quality academics.
- The superintendent will recruit, attract, and retain a highly skilled faculty that is committed to Southeastern and to students.
- The next Superintendent will believe in and lead through collaborative decision-making and respects the importance of buy-in by staff, students, parents, and other stakeholders.
- The Superintendent will expand the network of successful graduates and build relationships in the community that provide valuable job experiences for students.
- The superintendent will have a broad knowledge and understanding of regional school governance and oversight.

COMPENSATION

- Multi-year contract with salary range: \$178,646 – \$210,172
- Fringe benefit package negotiable
- Membership in MA Teacher Retirement System

THE COMMUNITY AND ITS SCHOOLS

The Southeastern Regional Vocational Technical School is located about thirty miles south of Boston and serves the communities of Brockton, East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater. Southeastern is supported through local taxes, state and federal funds for approximately 1,600 students. The high school is accredited by the New England Association of Schools and Colleges, Inc. (NEASC) and the Technical Institute is accredited by the Council on Occupational Education (COE).

Southeastern has been offering quality vocational technical education for over five decades in more than two dozen programs.

The Technical Institute has post-secondary offerings available in practical nursing, medical assisting, dental assisting, HVAC, electricity, plumbing, cosmetology, culinary, machine tool and metal fab.

Southeastern offers a wide range of interscholastic sports programs at all levels for boys and girls as a member of the Mayflower League. Students can also take advantage of over twenty extracurricular activities such as SkillsUSA, theater and drama.

Southeastern also offers an after-school SOAR program for comprehensive high school students from Brockton High School to learn vocational technical skills and obtain a certificate of Occupational Proficiency from Southeastern.

RIGOROUS ACADEMICS – SMALL CLASSES

Southeastern offers a full and rigorous series of academic classes with small class sizes. Academics in our 21st century vocational school ensure that students have incredible opportunities for college and career success including, but not limited to, Advanced Placement courses, Dual-Enrollment courses, and even a potential Early College High School experience.

Advanced Placement and Deeper Learning (honors) coursework prepares students for college level expectations. Students are also eligible to take advantage of Dual Enrollment and Early College High School that allow students to complete their high school graduation requirements while earning college credit.

Southeastern students pursue their goals of attending college, participating in advanced vocational training and certifications, or a combination of both. Southeastern students have a competitive advantage especially when they are attending college for a major that was introduced to them at Southeastern. Southeastern embraces technology and offers the latest equipment not only in vocational and technical areas but also in academic classrooms.





APPLICATION PROCESS

On-line application is available at www.sersd.org or by contacting Deborah Cabral, Executive Assistant to the School Committee, 508.230.1215, dcabral@sersd.org

Completed applications and information must be received at the school, emailed or post-marked on or before February 11, 2022 at 4:00 p.m. EDT.

The appointment will be made on or about April 12, 2022 with anticipated start date of July 1, 2022 and will include a transition period with the current superintendent.

TIMELINE

February 11	Deadline for receiving applications and credentials
February 18	Semifinalists selected
Feb. 28—March 4	Semifinalist interviews
March 8	Finalists selected
March 1—11	Candidate and School Committee site visits
March 15—22	Finalist interviews
April 12	Superintendent selected
July 1, 2022	Anticipated starting date for new superintendent

Equal Employment Opportunity

The Southeastern Regional School District is an equal opportunity employer. The District prohibits discrimination on the basis of race, citizenship, national origin, genetic information, religion, creed, color, sex, sexual orientation, gender identity, age, disability, pregnancy or a condition related to pregnancy, including, but not limited to, lactation, genetic information, ancestry, or veteran status in all its employment practices, including without limitation, hiring, termination, promotion, compensation, and all other terms, privileges, and conditions of employment. All are encouraged to apply.