



**MINUTEMAN**  
HIGH SCHOOL REVOLUTIONIZED

## Minuteman Superintendent Profile

Minuteman Regional Vocational Technical School District  
Lexington, MA  
October 2021



**I. The superintendent will possess the proven administrative, leadership and personal skills necessary to ensure success for the entire Minuteman community**

Demonstrating a strong record of leadership and accomplishment in the following areas:

- Education Theory and Practice
- Strategic Planning and Vision
- Modeling for Personnel the best practices for motivating staff to excellence.
- Financial and Operations Management
- Commitment to Distributive Leadership, offering opportunities for growth
- Ability to plan and complete complex projects

**II. The superintendent will be a thought leader in CTE and workforce development.**

- Ensuring that Minuteman remains relevant in the academic arena and in the workforce, anticipating and adapting to the environment in which we work.
- Envisioning, planning, and introducing programs that are built for tomorrow's workforce.
- Making the difficult decision to discontinue programs that are no longer relevant.
- Positioning Minuteman as a visionary resource to communities and businesses.
- Establishing Minuteman as a recognized leader in vocational technical education for its academic quality, vision, influence, and overall reputation.

**III. The next superintendent will be a strong communicator known for transparency, with excellent verbal and written skills effectively representing MVTs to the member towns and their stakeholders, including municipal leaders, finance committees, town meeting members, and community members.**

The superintendent will articulate and advocate for the school and its students:

- Promoting the benefits of a Minuteman education in preparing students for college, career, service, and trades.
- Presenting the quality of education provided by Minuteman offering important and viable opportunities for students from each member community.
- Representing Minuteman at the federal, state, and local levels to secure further financial and programmatic support that guarantees a bright future for career and technical education in Massachusetts.
- Understanding motivation and personifying excitement to lead one of the premier CTE schools.

**IV. The superintendent will be the public face of Minuteman, demonstrating to students, parents, and communities that they have an excellent school available to them that will provide students with the advantage of direct experience as well as high-quality academics.**

**V. The superintendent will recruit, attract, and retain a highly skilled faculty that is committed to CTE and to students.**

- Attracting and retaining top quality staff.
- Supporting staff to stay current with innovations in their fields.
- Providing opportunities for professional development and career growth.

**VI. The next Superintendent believes in and leads through collaborative decision-making and respects the importance of buy-in by the staff by:**

- Inspiring staff at all levels to do their best for Minuteman.
- Working closely with the unions and non-union staff in a collaborative manner.
- Working closely with the School Committee to build a mutually respectful partnership that includes listening and working as a team.
  - Understanding that in a complex, regional district, the School Committee is both the greatest source of information and the strongest advocate in their communities.
- Building a culture that is supportive of families as key partners in the education of their children.
- Being a truly empathetic leader who understands the importance of a collaborative culture that centers the work on students.

**VII. The Superintendent will expand the alumni network to inspire students, build relationships in the community, and provide job experiences for students.**

- Seeking opportunities for students to contribute relevant CTE skills to member town projects.
- Building a broad network of businesses as partners to identify and support programs that meet Massachusetts workforce needs both now and in the future.

**VIII. The superintendent will lead the process of expanding the reach of Minuteman to students and community leaders and businesses.**

- Developing a master plan for enrollment growth to support and meet the need for CTE graduates.
- Planning for facilities expansion to serve a growing demand for enrollment at the school and a highly proficient workforce in the region.
- Developing, managing, and refining the work of the Minuteman Technical Institute as an invaluable regional program.
- Cultivating a constituency of businesses and employers who will see a highly diverse student body and alumni corps from Minuteman as a principal source of proficient, creative, adaptable, and skilled workers.

**IX. The superintendent will have a broad knowledge and understanding of regional school governance and oversight.**

- Bringing experience and appreciation for regional governance models and for collaboration with the district, municipal, and other regional boards for stable regional governance models.