

## The Amherst, Pelham and Amherst-Pelham Regional School Districts



## Seek a Superintendent of Schools

170 Chestnut Street • Amherst, MA 01002 • [www.arps.org](http://www.arps.org)  
Anticipated Start Date of July 1, 2017

### ABOUT AMHERST-PELHAM REGIONAL SCHOOLS

The Amherst Regional Public Schools, which serve PK-12 students, are located in the Pioneer Valley of Western Massachusetts, an area rich in cultural, academic and recreational activities and opportunities. Our mission is the academic achievement of every student learning in a system dedicated to social justice and multiculturalism, with strong support for visual and performing arts. The school system educates a diverse population of approximately 2500 students, including native speakers of more than 38 languages. Three elementary schools are located in the town of Amherst and one in the town of Pelham. Our middle school and high school are located in the town of Amherst and draw students from the towns of Amherst, Pelham, Leverett and Shutesbury. The central office for the district is located in the Middle School building at 170 Chestnut Street in Amherst.

### ABOUT THE COMMUNITIES SERVED

While Amherst is a bustling academic community with a vibrant downtown area, the towns of Pelham, Leverett and Shutesbury enjoy a more rural, small-town atmosphere. The communities happily and comfortably combine the sophistication of an urban/suburban academic environment with the many small towns and farming communities of western Massachusetts. Amherst is the home of the flagship campus of the University of Massachusetts, Amherst and Hampshire Colleges. Outside of the downtown and campus areas, Amherst residential neighborhoods retain a largely rural feel with several conservation areas and natural attractions. As a result, the Amherst Area Chamber of Commerce has dubbed the town as a place with "rural life and urban appeal." All four towns share strong community support for environmental conservation and social justice issues, as well as an unwavering commitment to educational excellence. The area is located in the Connecticut River Valley in close proximity to the Berkshires and within a few hours to either Boston or Hartford and three hours to New York City.



Our District is committed to "Becoming a Multicultural School System." We work to provide all students with an education that enables them to be contributing members of a multiethnic, multicultural society. We strive to ensure that our community of students, families and staff are learning, treated equitably, and share the job of creating a caring environment.



**Deadline to Apply: March 10, 2017**

## Amherst-Pelham Regional Schools Seeks a Superintendent Who:

- Possesses excellent people skills, presents a positive image of the district, willing to listen to input and make decisions when necessary.
- Possesses the leadership skills required to actively engage and solicit input from an ethnically and culturally diverse community.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is a strong communicator; speaking, listening and writing.
- Has knowledge of and successful experience in sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making.
- Is able to build consensus and commitment among individuals and groups with emphasis on parental involvement.
- Is strongly committed to a "student first" philosophy in all decisions.
- Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community.
- Is comfortable leading innovation and reform efforts.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Demonstrates commitment to community visibility with high interest in a broad range of community groups and organizations.
- Is committed to the importance of both the academic and activity programs.
- Provides leadership in the planning, implementation and assessment of relevant professional development for all staff members.



### Salary

The salary will be in the range of \$150,000-\$165,000 plus an excellent comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting School Committee criteria.

### Application

Amherst-Pelham Regional Schools encourages applications by qualified individuals. All inquiries should be directed to Ray & Associates, Inc. Candidates should not contact Amherst-Pelham Regional Schools. Applications must be sent to Ray & Associates and be postmarked on or before March 10, 2017. Persons wishing to be considered for the position should submit an application file online at [www.rayassoc.com](http://www.rayassoc.com) including:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position.
- The online application form and a resume.
- Four current letters of recommendation.

**Ray & Associates, Inc.**  
**4403 First Avenue SE, Suite 407**  
**Cedar Rapids, IA 52402**

**Phone: 319-393-3115 Fax: 319-393-4931**  
**[glr@rayassoc.com](mailto:glr@rayassoc.com)**

### Deadline & Selection

The application deadline is March 10, 2017. All materials submitted as part of the Superintendent application will remain confidential to the extent allowed by the law. School Committee members may elect to visit the communities of the finalists for the position of Superintendent of the Amherst, Pelham and Amherst-Pelham Regional School Districts.

### Requirements

Amherst-Pelham Regional Schools encourages all qualified candidates to apply. Candidates must have or be qualified to obtain certification as a Superintendent in Massachusetts. For more information about Massachusetts Superintendent licensure/certification, visit the Massachusetts Department of Education website at <http://www.doe.mass.edu>. Questions about certification should be directed to the Massachusetts Department of Education.

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