

<p style="text-align: center;">ORGANIZATION AND ADMINISTRATION</p>	<p style="text-align: center;">SUPERINTENDENT OF SCHOOLS</p>	<p style="text-align: center;">249</p>
<p style="text-align: center;">Primary Purpose</p>	<p>The Superintendent of Schools shall be the chief executive officer of the School Committee and serves as its professional advisor. In accordance with the policies of the School Committee and statutes of the Commonwealth, he/she shall provide professional leadership for the public education in Shrewsbury. The Superintendent/School Committee working relationship will be in accordance with the current Code of Ethics adopted by the Massachusetts Superintendents Association and the current Code of Ethics adopted by the Massachusetts Association of School Committees.</p>	
<p style="text-align: center;">Terms of Employment</p>	<p>The Superintendent works a twelve-month year. Conditions of employment are included in a contract with salary and benefits to be agreed upon by the Superintendent and School Committee. The initial contract will be three years in duration. The performance of the Superintendent will be evaluated annually as mutually determined by the Superintendent and School Committee.</p>	
<p style="text-align: center;">Leadership Role</p>	<ol style="list-style-type: none"> 1. Is directly responsible to the Shrewsbury School Committee. 2. Embraces high moral and ethical standards in all interactions, and sets the tone to promote similar practices in each classroom and school. 3. Develops a vision and direction in collaboration with the School Committee and the district's many constituencies. 4. Formulates strategic goals, plans, and changes in conjunction with staff and community. Prepares annual district goals and objectives and presents periodic assessments and final report to the School Committee. 5. Sets high standards for the recruitment, hiring and supervision of all personnel. 6. Oversees the annual operating budget recommendations and implements the School Committee's annual approved budget. 7. Develops and empowers school leadership to facilitate effective school-based management teams. 8. Stays current with best educational and management practices, and keeps the School Committee and the public informed of trends. 	
<p style="text-align: center;">Policy/ Governance</p>	<ol style="list-style-type: none"> 1. Attends all meetings of the Shrewsbury School Committee under normal circumstances and provides administrative recommendations on each action item. 2. Informs and advises the School Committee about programs, practices and problems of the schools; periodically informs the School Committee about personnel appointments and other staff changes. 3. Manages the school system consistent with state law and the policy determinations of the School Committee. 4. Formulates policies and plans for consideration and action by the School Committee; advises the School Committee on the need for new and/or revised policies; and oversees the implementation of all policies. <p style="text-align: right;">Continued on next page</p>	

	<p>5. Informs the School Committee periodically about personnel appointments and other personnel changes.</p>
<p>Qualifications</p> <p>Adopted 7/11/79 Revised 2/16/94 11/19/08</p>	<ol style="list-style-type: none">1. The applicant will be licensed or eligible for license as Superintendent of Schools in Massachusetts.2. The applicant is required to have a master's degree while an additional advanced degree is preferred. The applicant must also have experience in school and/or central office administration.3. School Committee may also consider other appropriate qualifications.