



**SALEM**  
PUBLIC SCHOOLS  
*Where belonging leads to opportunity.*

## SUPERINTENDENT OF SCHOOLS POSITION PROFILE

The Salem School Committee has engaged the Collins Center for Public Management at the University of Massachusetts Boston to assist the District with its active search for an experienced, qualified candidates for the position of Superintendent of Schools.

The Salem Public Schools (SPS) is a PK-12 school district with 3,889 students. The District currently has one early childhood center, six elementary schools, one middle school, and three high schools. Moreover, the District has 762.3 FTE staff, including 364.9 FTE teachers. The SPS student population is 68.8% High Needs, 17.5% English Language Learners, 30.2% First Language not English, 57.1% Low Income and 26.3% Students with Disabilities. In addition, the student population is 47.9% Hispanic/Latino, 37.7% White, 6.5% Black/African American, 4.8% Multi-Race and 2.6% Asian. \*

Salem's next Superintendent will lead a system that has embraced the implementation of its 2023-2026 Strategic Plan that is built on four (4) key priorities:

- Elevate Learning. Build and maintain a district-wide culture of universally high academic expectations for every learner.
- Empower Educators. Make the Salem Public Schools an inclusive district where student-centered, innovative, and highly effective educators want to work, grow, and stay.
- Center Belonging. Build joyful, welcoming, and supportive school communities.
- Strengthen our Foundation. Develop consistent, reliable systems and structures to disrupt inequities and support the work of the district.

Access to the current Strategic Plan can be found [here](#).

In addition, the District has developed a number of additional key resources to guide the future work of the Salem Public Schools. These include the following:

- [Portrait of a Graduate](#)
- [Early Education Strategic Plan](#)
- [Innovation at Work in Salem Public Schools](#)
- [Student Opportunity Act Plan](#)

The District is well resourced, with an average per pupil expenditure of \$25,712.55 (DESE 2024 data). The success of the Strategic Plan and other future endeavors will require the new Superintendent to create and sustain the conditions for success:

- Providing effective internal and external communications;
- Leveraging the excellent resources (both human and financial) of the District;
- Advancing equitable and innovative policies at both the school and district level; and
- Creating and sustaining a healthy school and district climate and culture.

The qualifications for this position include:

- A minimum of a Master's degree (Doctorate preferred) in Administration, Education, or related field;
- Successful administrative leadership experience and demonstrated leadership skills in the areas identified in the District's Strategic Plan, preferably in an education setting;
- Demonstrated understanding of Massachusetts General Law and Massachusetts Department of Elementary and Secondary Education (DESE) policies and procedures;
- Experience with bilingual education and a commitment to equitable access to programs;
- A commitment to family and community engagement; and
- Possession of a DESE license as Superintendent/Assistant Superintendent or eligibility for such license.

Multilingual and multicultural candidates are strongly encouraged to apply for this position.

The Salem Public Schools will negotiate competitive compensation and benefit package, commensurate with experience and qualifications. The anticipated starting salary range is \$230,000 to \$255,000, along with a competitive benefits package. The expected date of hire for the successful candidate is August 17, 2026.

To apply, please email a letter of interest, resume, and contact information for three (3) references to Mary Flanders Aicardi, Collins Center for Public Management, University of Massachusetts Boston, at [collinscenterrecruit@umb.edu](mailto:collinscenterrecruit@umb.edu). Please use the following format for the subject line: "SALEM - Last Name."

**The application deadline for this position is Thursday, April 16, 2026.**

Please note that applicants should not contact Salem School Committee members or district staff directly. All applications must be submitted to the Collins Center Recruitment email. For more information about the District, please check their website at: <https://www.salemk12.org/>. For further inquiries, please feel free to contact the Collins Center recruitment team:

- Mary Flanders Aicardi ([Mary.Aicardi@umb.edu](mailto:Mary.Aicardi@umb.edu))
- Monica Visco ([Monica.Visco@umb.edu](mailto:Monica.Visco@umb.edu))
- Bill Lupini ([William.Lupini@umb.edu](mailto:William.Lupini@umb.edu))

The initial phase of this search process will be confidential. Candidates being considered as finalists will undergo a complete background check, including reference checks by the recruitment team.

The Salem Public Schools maintains a nondiscrimination policy for students, employees, and applicants for employment. All educational and employment determinations are based on an individual's qualifications and achievements without regard to race, color, religion, sex, age, national origin, ancestry, physical or mental disability, sexual orientation, veteran status, or any other basis prohibited by state and/or federal statute.

**\*Department of Elementary and Secondary Education Data (2025-2026)**

To learn more about the Collins Center for Public Management please visit the website: [www.umb.edu/cpm](http://www.umb.edu/cpm)