

MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

Address: Marblehead High School – Library at 2 Humphry St. Marblehead MA 01945

OR

Zoom Conference join via the web link or Dial in

<https://marbleheadschoools-org.zoom.us/j/99975493631?pwd=Y0pHlWVM2YitBZXN0U2ZyTk1OMzh4dz09>

Meeting ID: 999 7549 3631

Password: 873255

Dial in Phone #1 646 931 3860

Thursday	May	2nd	2024	5:00 PM
Day of Week	Month	Date	Year	Time

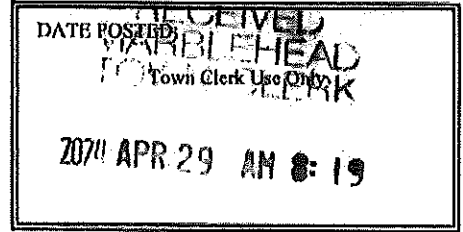
Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

- I. Initial Business
 - a. Call to Order
- II. Overview of Process and Organization
- III. Interviews for Interim Superintendent of Schools
 - a. Dr. John Robidoux 5:15 pm
 - b. Dr. Thaddeus King 6:30 pm
- IV. Discussion on Next Steps for Interim Superintendent position
- V. Closing Business
 - a. Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Sarah Fox
Posted by: Sarah Fox
Date: 4/29/2024



MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

Address: Marblehead High School – Library at 2 Humphry St. Marblehead MA 01945

OR

Zoom Conference join via the web link or Dial in

<https://marbleheadschoools-org.zoom.us/j/99975493631?pwd=Y0pHWVM2YitBZXN0U2ZyTk1OMzh4dz09>

Meeting ID: 999 7549 3631

Password: 873255

Dial in Phone #1 646 931 3860

Thursday	May	2nd	2024	5:00 PM
Day of Week	Month	Date	Year	Time

Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

- I. Initial Business
 - a. Call to Order
- II. Overview of Process and Organization
- III. Interviews for Interim Superintendent of Schools
 - a. Dr. John Robidoux 5:15 pm
 - b. Dr. Thaddeus King 6:30 pm
- IV. Interview Candidate for Assistant Superintendent of Finance and Operations
- V. Closing Business
 - a. Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Sarah Fox
Posted by: Sarah Fox
Date: 4/28/2024



John J. Robidoux

OBJECTIVE

I am currently in my eighth year as a Massachusetts public school superintendent and am looking to continue to utilize my collaborative leadership skills and experience to serve as the superintendent of your district.

EXPERIENCE

Swansea Public Schools, Swansea, MA – Superintendent

July 2016 – PRESENT

- Manage all necessary operations of the district
- Collaborate with all stakeholders to ensure student success
- Supervise all district administrators
- Maintain positive relationship with union members
- Ensure inclusive and anti-racist practices are in place

Swansea Public Schools, Swansea, MA – Assistant Superintendent/Director of Student Services

July 2013 – June 2016

- Assisted superintendent with all aspects of district management
- Oversee special education services
- Responsible for writing and maintaining Special education and Title grants

Swansea Public Schools, Swansea, MA – Director of Special Education

November 2008 – June 2013

- Oversaw and managed all aspects of special education services
- Maintained special education grants and budget
- Served as Homeless Liaison, 504 Coordinator and Civil Rights Coordinator

Swansea Public Schools, Swansea, MA – Assistant Director of Special Education

September 2006 – November 2008

- Assisted director with management of special education services
- Maintained special education grants and assisted with budget oversight
- Served as Homeless Liaison and Early Childhood Coordinator

**St. Vincent's Home, Fall River/Westport, MA – Assistant Director
of Education Services**

2002 – 2006

- Provided management and supervision of special education services to residentially placed students on two campuses
- Collaborated with fifty-two school districts and state agencies
- Ensured appropriate student transitions into, and out of, residential placement

EDUCATION

Lesley University – Doctoral Candidate

July 2023 – present – Cambridge, MA

I have begun my pursuit of a PhD with intended completion in 2025

Providence College – Master of Education

2005 – Providence, RI

University of Massachusetts – Teacher Licensure

1990 – Dartmouth, MA

Providence College – Bachelor of English

1988 – Providence, RI

AWARDS

Ten year Massachusetts Association of School Superintendents Award

“Star Polisher” Award

John J. Robidoux

April 2, 2024

Marblehead Public Schools
9 Widger Road
Marblehead, MA 01945

Dear selection committee:

It is with great enthusiasm that I apply to become the next Superintendent for Marblehead Public Schools. In addition to being a public school Superintendent, I have an extensive special education background including several years of experience as Special Education Director, Assistant Special Education Director, Special Education Administrator of an urban residential facility, along with teaching experience as a special educator. My knowledge of circuit breaker reimbursement, McKinney-Vento regulations, 504 plans, and state/federal grants, along with possessing a Master's degree in Special Education, and being currently enrolled in a PhD program for educational leadership, affords me the appropriate skill-sets to serve as your next Superintendent.

I am confident that I will provide your community with a collaborative leadership style where all stakeholders have a voice at the table. Fostering a seamless working relationship with the school committee, union members, caregivers, community partners, staff and students is a focus of my work and is paramount to ensuring positive, equitable, and anti-racist teaching and learning environments are in place. I pride myself on relationship-building and collaborative leadership which are necessary qualities of a successful educational leader.

Presently, I oversee the education and well-being of staff and students within four elementary schools, one junior high school and one high school. Falling under my direct purview is the supervision of all six building principals, the Assistant Superintendent, Director of Finance, Director of Technology, Director of Student Services, Transportation Director, Facilities Manager and two administrative assistants. I feel strongly that my open door policy has served me well as it has afforded opportunities for meaningful dialogue and solution-development with all stakeholders.

I am committed to being the Superintendent for Marblehead Public Schools for the long term as I feel strongly that stability and consistency is required for school districts to function appropriately. I very much look forward to speaking with the hiring committee and sharing a little more about myself, my strengths, areas of growth and development, as well as, my overarching educational philosophy.

If considered for an interview for this position, I will expound upon some of the district initiatives I have driven, and will also share my initial short-term, mid-range and long-term goals that I will establish should I become the new Superintendent.

Most sincerely,

John J. Robidoux



MISSION: To provide opportunities and pathways in a safe, supportive and technology-rich environment that engage, challenge and inspire students to achieve college and career readiness and to contribute to our 21st century community.

Mark G. Hoyle Elementary School

70 Community Lane, Swansea, MA 02777

508-679-4049 FAX: 508-646-4407

www.hoyle.swansea.k12.ma.us

William J. Conville, Principal

October 25, 2023

To Whom It May Concern,

Please accept this correspondence as a formal letter of recommendation for John Robidoux. I have known Mr. Robidoux for the past eighteen years in several different capacities. Initially Mr. Robidoux was the assistant director of special education in the Swansea School District. During this time he took the time to get to know the district, the stakeholders, and the students. He took his time, asked the right questions and built relationships. He was a support to the building administrators and a knowledgeable ear for families.

Mr. Robidoux was appointed the director of special education when the previous director left. At this point he was charged with ensuring that the district complied with Massachusetts' special education laws, students were serviced appropriately, and that the staff was trained appropriately and put in the right positions to help our students. Mr. Robidoux guided this department with compassion. He was a tremendous support for administration, staff and stakeholders. If Mr. Robidoux did not have an answer to a question he worked diligently to research the answer and would also circle back to ensure that we received the correct information. He was extremely visible in the schools, and attended many of the special education functions throughout the year.

I then had the opportunity to work under Mr. Robidoux when he became the assistant superintendent of schools in Swansea. We worked together closely on many committees such as professional development, curriculum, and crisis teams. His leadership style and guidance was a welcome change. Mr. Robidoux would always ask for ideas and opinions of the administration and the staff. He was constantly looking for ways to improve every aspect of the district; whether it be grounds and maintenance, professional development, curriculum, communication, etc. He would always remind us that we would not have to remain status quo just because, "That is how we have always done it". He brought fresh new ideas to the district and leaped us into the 21st century. He brought updates technology to the district and under his guidance we saw MCAS scores improve tremendously.

For the past eight years I have had the absolute pleasure of working with Mr. Robidoux as he was appointed our superintendent. As great as he was when he held these other positions, this is where Mr. Robidoux has shined the most! I have personally worked for six superintendents in my twenty-nine years with the Swansea School District and I can say, without hesitation, that Mr. Robidoux is unequivocally the best superintendent that we have had. There are many reasons that I wholeheartedly believe this.

Mr. Robidoux lives by the motto that, "Students come first". He is student focused with the decisions that he makes. He elicits ideas and opinions from stakeholders and is always willing to

The content of all Swansea school publications is available upon request in languages other than English. Swansea Public Schools does not exclude from participation, deny the benefits of Swansea Public Schools from, or otherwise discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law in the administration of its educational and employment policies, or in its programs and activities.



MISSION: To provide opportunities and pathways in a safe, supportive and technology-rich environment that engage, challenge and inspire students to achieve college and career readiness and to contribute to our 21st century community.

Mark G. Hoyle Elementary School

70 Community Lane, Swansea, MA 02777

508-679-4049 FAX: 508-646-4407

www.hoyle.swanearschools.org

William J. Corvillo, Principal

try new ideas. He has done a tremendous job moving the district forward with new and innovative ideas. He has pulled the district together and has ensured that we all feel the success of graduating students. Mr. Robidoux understands the importance of early childhood education and has firming up our elementary schools with programs and staffing not previous in place.

Mr. Robidoux is extremely visible in the schools, if not able to get to a school during the week he always calls to touch base. During school visits he can often be seen on the floor with students, conversing with staff, or sitting with administration to make sure that he has a grasp on what is happening in the schools.

Mr. Robidoux has spearheaded many new initiatives. He has brought the district closer together with initiatives such as, "We are all Cardinals", "Students come First", senior stroll, learning walks, administrative retreats and community outreach and collaboration. He has been a strong advocate for a new school, appropriate funding from the town and better special needs programming. He leads by example and has a true open door policy. Mr. Robidoux is very reflective and is able to understand the perspective of others as it relates to his performance and decision making.

His calm, friendly, caring demeanor makes him a leader that people want to follow. He truly cares about his staff and is extremely supportive of their personal and professional lives. He always takes the time to listen to people and acts on suggestions and ideas when appropriate. Mr. Robidoux has great communication skills with all stakeholders and is always willing to sit down and discuss any topic at hand.

It is with a heavy heart and without hesitation that I recommend Mr. Robidoux for a district leadership position. The Swansea Public Schools will be suffering a huge loss with his departure.

If you require further information, or would like to speak to me about Mr. Robidoux, please do not hesitate to contact me.

Respectfully,



South Coast Educational Collaborative

2201 G.A.R. Highway, Swansea, MA 02777-3924,
Telephone: 508.379.1180, Fax: 508.379.1231,
www.scecoll.org

MISSION: To provide students, families, educators, school districts, and agencies high quality, cost-effective, value-added, and sustainable education, professional development, technical assistance, and resources that are informed by an enduring commitment to deep learning and deep learning and that are grounded in our core values, appropriate research-based content, and best practices.

Dear Reader,

John Robidoux has asked me to write a letter supporting his continuing journey as a superintendent of schools. I am enthusiastically complying with his wishes because I believe that John will be successful in any superintendency he chooses to pursue.

John and I have been colleagues in multiple capacities in the educational space throughout the last 25 years. During the time that I have known him, he has demonstrated a dynamic blend of superior intellectual functioning, practical knowledge, inventiveness, and motivation that allows him to accomplish a wide range of tasks with extraordinary precision and effectiveness.

Although the last few years have been exceptionally challenging in all organizational sectors, John Robidoux has established himself as an exceptionally effective Superintendent of Schools. In this demanding position with a remarkable scope of challenges and responsibilities, consistency and predictability as an academic, intellectual, and administrative leader have been John's most striking characteristics. As a result, he has been able to forge trusting relationships with community, political, and educational leaders, and in doing so, foster financial stability for the school district, continuous professional growth for educators, and academic success for all students.

During my professional career, I have been privileged to serve as a Lecturer in graduate educational programs at Simmons College, and Doctoral programs at Boston University and Northeastern University. In this capacity, my colleagues and I have strived to impart, develop, and hone the characteristics and skills necessary for doctoral candidates to be successful both academically and in their leadership roles. Some of these characteristics and skills are: Pursuing and creating a knowledge base of best practice, thinking analytically, identifying problems and solving them, creating and nurturing high functioning teams as an effective group leader and member, being productively introspective and motivated by self-growth, and practicing kindness. Given my knowledge of John Robidoux, it appears to me that he already possesses these skills and characteristics.

I recommend John Robidoux without reservation to continue his career pursuits as a superintendent of schools. I am confident that he will be successful as he continues to learn and grow, and I am certain that wherever he chooses to serve, he will be a tremendous asset to the district, its community, students, families, and staff.

If I can be of further assistance to the Selection Committee on behalf of John Robidoux, please do not hesitate to contact me on my mobile telephone at [REDACTED]

Sincerely yours,

[REDACTED]

[REDACTED]

October 9, 2023

John Robidoux
Superintendent of Schools
Swansea Public School
Swansea, MA 02777

Dear Selection Committee,

I am writing to offer my recommendation for John Robidoux in recognition of his exceptional leadership and collaboration skills. I have had the privilege of working closely with John, for eight (8) years in his capacity as Superintendent of Swansea Schools. Throughout this time, I have been impressed by his dedication to the success of students and the educational community. John has consistently demonstrated remarkable leadership qualities that have significantly contributed to the advancement of our school district. His approach to education, along with a deep understanding of the challenges and opportunities in our district, has been helpful in setting clear goals and continuous improvement. One of John's standout qualities is his ability to collaborate effectively with diverse stakeholders, including educators, parents, community members, and local officials. He has facilitated open and transparent communication paths, ensuring that all voices are heard and valued. John is a strong advocate for professional development, which has had a direct and positive impact on student achievement. He has the ability to identify talent within the district and provide opportunities for growth and leadership to educators, creating a culture of excellence improving student outcomes, and promoting equity within our district.

In summary, John has consistently demonstrated outstanding leadership and collaboration skills throughout his time as Superintendent of Swansea. His commitment to excellence, ability to build meaningful relationships, and dedication to the success of our students make him a valuable asset to our educational community. I have no doubt that John will continue to make significant contributions to the field of education and inspire positive change wherever his career path will lead. I wholeheartedly recommend John for a leadership position in the education sector, and I am confident that he will excel and be an integral part of the district's success. Please do not hesitate to contact me if you require any further information or have any questions.

Sincerely,





MISSION: To provide opportunities and pathways in a safe, supportive and technology-rich environment that engage, challenge and inspire students to achieve college and career readiness and to contribute to our 21st century community.

JOHN J. ROBIDOUX
SUPERINTENDENT OF SCHOOLS

SWANSEA PUBLIC SCHOOLS
ONE GARDNERS NECK ROAD
SWANSEA, MA 02777
(508) 675-1195
FAX (508) 672-1040

November 6, 2023

Dear Committee members,

It is with pleasure and regret that I write this letter on behalf of John Robidoux. It is with pleasure, as I know first hand the innovative and courageous leadership style he brings to this position. The regret is in the awareness that he will not be leading the Swansea school district. I have worked for several superintendents over the years and John is by far the most dynamic and effective leader I have had the pleasure to work with. Having had the privilege of working closely with John for seventeen years, I can attest to his exceptional leadership, dedication, and passion for education. I have had the opportunity to observe John thrive in numerous roles and under heightened pressure in our school district. As a Special Ed Director, Assistant Superintendent and Superintendent, John demonstrated an unwavering commitment to student and staff success.

One of the qualities that sets John apart is his ability to foster a positive and collaborative working environment. As a Superintendent, John showed remarkable skill in leading and mentoring administrators and staff, promoting a culture of teamwork, and ensuring the overall well-being of the entire school community. He successfully led us through the frequent and ever changing environment during the pandemic months. John adapted to changing educational landscapes and implemented new strategies to enhance student learning during a time of uncertainty with a calming demeanor. He has consistently gone above and beyond to address the needs of our staff and student body, ensuring that all students have access to high-quality education.

John has been a visible leader, who works tirelessly to attend many groups and functions. He is receptive to all parents and community members. As a leader, he possesses the courage, strength, and fortitude to do what is right for all students. He is patient, understanding and compassionate when meeting the needs of students and staff. What has impressed me about John is his ability to make personal connections with all stakeholders: staff, students and families. His genuine approach and ability to care about those around him is what makes him a true leader.

The content of all Swansea school publications is available upon request in languages other than English.
The Swansea Public Schools are committed to ensuring that all of its programs and facilities are accessible to all members of the public.
Swansea Public Schools prohibits discrimination on the basis of sex, race, color, age, national origin, religion, disability, marital status, sexual orientation, gender identity or expression, pregnancy, or veteran status.



MISSION: To provide opportunities and pathways in a safe, supportive and technology-rich environment that engage, challenge and inspire students to achieve college and career readiness and to contribute to our 21st century community.

Furthermore, John possesses the essential skills needed for a school superintendent. He has a proven track record of sound decision-making and financial stewardship. His strong communication skills and ability to collaborate effectively with diverse stakeholders, including teachers, parents, board members, and community leaders, makes him an ideal candidate for this role. His collaboration with other town departments has made it possible for town and school projects to move forward in Swansea, most recently being the proposed Jr. High School building project.

I wholeheartedly recommend John Robidoux for the position of School Superintendent in your district. I am confident that his leadership, dedication to educational excellence and passion for student success will be instrumental in advancing your district.

Please feel free to contact me at [REDACTED] you have any further questions or need additional information regarding John. I am more than willing to provide further insights into his qualifications and attributes. Thank you for considering my recommendation, and I hope you recognize the tremendous potential that John brings to your district. I have the utmost confidence in his abilities and dedication to the betterment of any educational system.

Sincerely,

[REDACTED]

[REDACTED]

THADDEUS P. KING

CORE COMPETENCIES

- Strategic Planning
- Budget Creation/Oversight
- Programmatic Review/Evaluation
- Staff Guidance/Staff Engagement
- Parental/Community Engagement
- Progress Assessment/Monitoring
- Crisis Management
- Organizational Leadership
- Organizational Compliance
- Curriculum Reform
- Resource Management
- Data Analysis/Reporting
- Short-Term/Long-Term Goal Setting
- Program Planning/Implementation
- Student Improvement/Outcomes
- Personnel Recruitment/Retention
- Briefings/Presentations/Reporting
- Data Informed Decision-Making

DISTRICT LEADERSHIP EXPERIENCE

Winchendon Public Schools Winchendon, MA
Interim Superintendent/Superintendent March 2021 – August 2023
Assistant Superintendent of Finance and Operations December 2020 – March 2021
District Covid Lead March 2020 – end of pandemic

BUILDING LEADERSHIP EXPERIENCE

Revere Public School District Revere, MA
Principal, Middle School August 2023 - Present

Winchendon Public Schools Winchendon, MA
Principal, High School July 2018 – March 2020

Lowell Public School District Lowell, MA
Principal, Middle School September 2011 - June 2018

CLASSROOM EXPERIENCE

Lowell Public School District Lowell, MA
Science and Math Teacher August 2008 - June 2011

Irving Public School District Irving, TX
Science Teacher and Coach August 1994 - August 1995

University of Maryland University Park, MD
Teaching Assistant August 1993 - August 1994

Baylor University Waco, TX
Teaching Assistant August 1991 - July 1993

COMMITTEE LEADERSHIP

• Keystone Collaborative Executive Board (2021-2023) • CAPS Collaborative Executive Board (2021-2023) • Diversity, Equity, Inclusion and Anti-Racism Task Force • HEAL Winchendon Board of Directors (2021-2023) • Steering Committee, BARR Grant, Portrait of a Graduate, 4 District Partnership (2019-2022) • Steering Committee, BARR Grant, School Leadership Pipeline, 4 District Partnership (2019-2023) • Superintendent's Executive Board (2015 - 2020) • Invited Member, Joint Committee on Educator Evaluation (2014 - 2017) • Invited Member, Lowell Teacher Academy Board of Directors (2014 - 2017) • Invited Member, Dropout Prevention Team (2013 - 2015)

LICENSURE

- Superintendent/Assistant Superintendent, All Levels • School Business Administrator, All Levels
- Principal/Assistant Principal, All Levels • General Science (5 - 8)
- Massachusetts Educator, License No.: 410654

EDUCATION

- Master of Education (M.Ed.) in Curriculum and Teaching - Fitchburg State University, Fitchburg, Massachusetts (2010)
- Bachelor of Science (B.S.) in Biology - Stephen F. Austin State University, Nacogdoches, Texas (1991)

KEY QUALIFICATIONS/HIGHLIGHTS OF DISTRICT LEADERSHIP

- Created and managed comprehensive district budgets aligned with the District Strategic Plan.
- Recognized by town-wide auditors (Roselli, Clark & Associates) for significantly improving business office procedures and operations – "Best it has been to my memory," Tony Roselli.
- Guided two schools out of long-term DESE turnaround status.
- Developed and facilitated the implementation of multiple initiatives associated with the District Strategic Plan:
 - K-12 vertically aligned math curriculum adoption and implementation
 - K-12 vertically aligned ELA curriculum alignment and adoption process
 - Early Literacy phonics adoption and implementation
 - K-12 progress monitoring and data analysis process implementation to inform instruction and drive intervention planning
 - Early College and Really Early College planning, implementation and partnership development
 - Diversity, Equity and Inclusion Task Force and Professional Development
 - Sustainable Professional Development plan for initiatives
- Cultivated collaborative working relations with Town Manager, Finance Committee and Department of Public Works.
- Facilitated successful contract negotiations with all bargaining units.
- Aligned personnel moves and hiring with District Strategic Plan for improved student outcomes.
- Coordinated Diversity, Equity and Inclusion Task Force.
- Collaborated with all stakeholders to develop and implement the district reopening plan during Covid-19.
- Managed district HVAC/air flow rehabilitation project at 3 school buildings for Covid-19 reopening.
- Oversaw bid process for \$380K HVAC/mechanical systems elementary school rehabilitation project.
- Facilitated creation and implementation of District Turnaround Plans resulting in significant achievement gains.
- Engaged Local State Representative and community organizations to affect positive changes within the district and community at large.
- Improved district communications with families and community via personalized platforms and social media.
- Created differentiated school access opportunities to engage families and increase participation.
- Fostered a culture of trust where individual voice is welcomed, facilitating improved practice through honest dialogue.
- Created district budgets enabling the implementation of district-wide master school schedules enabling regular Common Planning Time (CPT) for curriculum and alignment work within grade level teams.
- Organized district-wide safety and security audit in collaboration with local police department.

SIGNIFICANT BUILDING LEADERSHIP CONTRIBUTIONS INCLUDING:

- Recognized by the New England Association of Schools and Colleges (NEASC) for collaboration with district leadership and school committee; visibility in district and community; and shared vision for raising rigor across curriculum.
- Improved State Accountability by 14 percentile points in first year (highest historic school rating).
- Established Internal Dual Enrollment Program in partnership with Worcester State University.
- Created Freshman Scholars Program in response to long-standing freshmen retention resulting in significantly increased positive student outcomes.
- Audited, analyzed and reorganized special education delivery to ensure alignment to student IEPs.
- Facilitated alignment of curriculum to Common Core via the establishment of Common Planning Time.
- Created Instructional Leadership Team (ILT) responsible for the development of School Turnaround Plans.
- Supervised multiple specialized programs including Pervasive Development Disorder, Life Skills, Language Based, and Adjustment classrooms.
- Facilitated professional development opportunities with the Building Leadership Team for all faculty members around classroom management, data informed instruction, and Universal Backward Design.
- Incorporated Faculty Recognition Programs and served as primary evaluator for teachers and administrators.
- Created a Student Support Team (SST) consisting of building-based administrators, as well as central administrators, who strategize around the school's most at-risk students or those in crisis.
- Established the REBOUND Program for students struggling with traditional classroom experiences.
- Spearheaded the implementation of a Positive Behavioral Interventions and Supports (PBIS) program.
- Established multiple student recognition programs such as Student of the Month and Honor Roll Breakfasts.
- Facilitated the design and implementation of a three-tier intervention and enrichment model driven by routine progress monitoring and data analysis at the classroom level.
- Facilitated creation of Student Ambassador Program aimed at engaging and supporting the community.

PROFESSIONAL MANAGEMENT EXPERIENCE

- Franchise Owner, Conem Businesses, Inc. (Curves for Women/Subway), Groton, MA (2003 - 2006)
- Courseware Development Manager, Lucent Technologies, Westford, MA (2000 - 2003)
- General/Technical Training Manager, KnowledgePool (Fujitsu Training Company), Dallas, TX (1997 - 1998)

PROFESSIONAL DISTINCTIONS

- Nominee, Massachusetts Association of Student Councils (MASC) Administrator of the Year (2020, 2021, 2022, 2023)

PROFESSIONAL DEVELOPMENT/SPECIALIZED TRAINING

- Equity in Action, DESE/MASS (ongoing)
- Ribas Educator Observation and Evaluation, Ribas & Assoc.
- Strategic Planning Internal Facilitator, Cambrian Group
- Evaluation and Supervision, Kim Marshall
- Analyzing Teaching for Student Results, Jon Saphier/Research for Better Teaching
- Differentiated Instruction, Rick Wormell, NELMS
- 70 (Minutes) on (Chapter) 70, MASC

ORGANIZATIONS/MEMBERSHIPS

- Massachusetts Association of School Superintendents (MASS)
- Massachusetts Association of School Business Officers (MASBO)
- Association of Supervision and Curriculum Development (ASCD)
- Massachusetts School Administrators' Association (MSAA)

COMMUNITY INVOLVEMENT/VOLUNTEERISM

- Former Volunteer Emergency Medical Technician (EMT), Town of Groton, MA
- Former Volunteer Rescue Squad, Town of Groton, MA
- Former Cub Scout Leader

References and Supporting Documentation Furnished Upon Request

April 9, 2024

Marblehead Public Schools Superintendent Search
c/o Glenn Koocher
MASC
One McKinley Square
Boston, Massachusetts 02109

Dear Marblehead School Committee:

Thank you for accepting my application outlining my educational achievements, leadership qualities and management skills. I offer considerable practice and knowledge from over a decade of leading diverse districts as a Superintendent, Assistant Superintendent of Finance and Operations, and principal at both the high school and middle school levels. My experiences led me to believe that significant educational achievement in a district are possible when one's leadership and management skills are rooted in a strong vision that centers on the belief that we have a collective responsibility to provide opportunity for personal, academic, and social success to all students.

Among many quantifiable academic achievements, my resume documents programmatic changes, raised MCAS scores, increased DESE Accountability ratings and leading two schools out of long-term turnaround status. However, the educational achievements I find significant, and am most proud of, are the creation of systems and cultures which provide ample opportunities for student and staff development and the robust inclusion of all stakeholders. The creation and facilitation of faculty and staff led teams is at the core of this work. I have repeatedly created environments where honest dialogue is valued and precipitates productive outcomes.

I have empowered both district and building level leaders to delve deep into their leadership capabilities, not only through the delegation of responsibilities, but more importantly through transparent and authentic decision making. The district and school cultures I have successfully fostered brought forth a solutions based climate producing programmatic changes where closing achievement gaps and early literacy have been the focus. Notably, my district leadership has been vital in the creation of a district vision; buttressed with aligned fiscal plans inclusive of ESSER, Student Opportunity Act, Grant and Chapter 70 funds; which resulted in documented district growth and positive student outcomes.

Passion, dedication and accessibility are leadership traits I value and provide a foundation of authenticity to my leadership approach. I view leadership as the ability to inspire others to believe in a common vision and pull in the same direction toward that vision. Leadership requires an individual to remain focused and communicate a consistent message toward that end, not veer off course or lose sight of the purpose. A skilled leader is willing to make difficult choices recognizing the risks involved while often subordinating one's self to the common good.

I offer these leadership qualities to the Marblehead School District. These leadership qualities are balanced against management skills that take a practical approach. I have successfully cultivated dynamic teams producing positive outcomes by making thoughtful personnel decisions, thoroughly reviewing budgets and successfully prioritizing the innumerable tasks that present themselves daily.

Thank you for your consideration of my candidacy and I hope you find my passion, experience, and skills are a match for the Marblehead Schools. I look forward to hearing from you.

Respectfully,

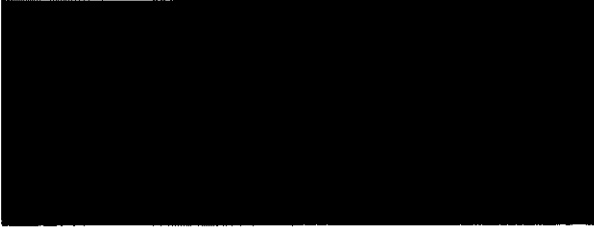
A handwritten signature in black ink, appearing to read "Thaddens King". The signature is written in a cursive style with a large initial "T".

Thaddens King

THADDEUS P. KING



References





Winchendon Public Schools

July 13, 2023

To Whom It May Concern:

It is my pleasure to provide this recommendation for Mr. Thaddeus "Thad" King. From my exposure to Mr. King's dedication and interpersonal skills, I know that he will continue to positively contribute to any work environment that he is a part of.

I had the pleasure of working with Mr. King in his capacity as the Superintendent of Schools in Winchendon, Massachusetts. In this role, Mr. King showed his ability to manage a district through good times and bad. As a member and then chair of the Winchendon School Committee, I had the unique perspective of working alongside and supervising Thad in his role as the CEO of our school district.

As Superintendent, Mr. King was successful in all aspects of his work. In the areas of curriculum and instructional leadership, Mr. King set district improvement goals, oversaw the work of a dedicated staff to accomplish those goals, and held himself and the district responsible for meeting those goals. In addressing turnaround practices for instruction in mathematics and English language arts, Mr. King established data-informed math and ELA instruction goals, many of which were completed by an enthusiastic staff. This was evidenced in Mr. King's implementation of a new elementary literacy phonics program, instruction professional development for teachers, an Illustrative Mathematics curriculum adoption and implementation, standardized and improved student learning assessment tools, and improved student outcomes demonstrated by MCAS test scores and other in-school testing.

To promote the learning and social and emotional growth of all students and the success of all staff, it is essential for a school district to ensure a safe, efficient, and effective learning environment, especially in a post-COVID world. To address the increases in social and emotional needs, Mr. King oversaw the implementation of a new mental health service coordination program, behavioral intervention professional development, and the sustaining of additional social worker staffing in the schools. Safety in schools has also become a national issue in recent years, which Mr. King recognized and sought to address head-on with the development of a districtwide crisis management plan and districtwide risk assessment with the local police department.

Mr. King was successful in bringing in highly-qualified and successful staff, including new classroom teachers, a new math coach, a new Business Manager, and more. Additionally, Mr. King identified intentional investments in new positions that directly aligned with the district's needs, especially in special education.

Personnel changes are always challenging for a school district and a superintendent; and such decisions are rarely universally agreed with. Mr. King did not shy away from such decisions, making personnel decisions based on his professional expertise and in spite of their potential to be unpopular.

Fiscally, Mr. King demonstrated a great prowess for the establishment and management of budgets that align with district priorities and used creativity in capitalizing on existing and new resources to meet the needs of our students and district. This was evident in the strategic use of Federal, state, and local grants. These funds were capitalized on to address immediate district needs, while also creating additional experiential learning opportunities for students. Further, additional state funding from the Commonwealth's Student Opportunity Act were invested wisely to address targeted and intentional district needs.

Mr. King provided the Winchendon Public Schools with a dynamic, engaging, and successful superintendent. I am certain that he will continue to positively contribute in any similar role. Please contact me if further information is desired. I can be reached [REDACTED]

Sincerely,

[REDACTED]

June 2023



To Whom It May Concern:

Re: Thaddous King, Superintendent Candidate

It is with great pleasure and honor to present you with this letter of reference for Thaddous King. Mr. King came to Winchendon (as the high school principal) in 2018 during tumultuous times and earned the respect of colleagues, students, parents and community with his "can do" attitude.

Prior to coming to Winchendon, Mr. King spearheaded the implementation of a Positive Behavioral Interventions and Supports (PBIS), facilitated the design and implementation of Common Core progress monitoring, and created a new Educator Evaluator System in the Lowell School District. One of his first tasks in the Winchendon School District was to create a learning and support system for teachers as they transitioned to student-based instruction aided by the creation of Common Plan Time. These initiatives (and others) support the most at-risk students and students in crisis as well as create a unified platform of teaching and learning for all classrooms. He also initiated the comprehensive and consistent use of data to drive instructional changes. These changes led to a fourteen (14) percentile point increase in the State Accountability rating in one year as well as teacher driven turn around plans for each of the four schools in Winchendon. This trend continued when Mr. King transitioned into the role of Superintendent of Schools in March 2021.

The Winchendon School District had not had a Business Manager for a number of months during the 2020/21 school years. Mr. King stepped up, took courses, became certified in business, prepared, monitored and closed the budget for 2020. In addition, he worked on developing a reopening plan during the COVID-19 crisis which included purchasing of PPEs, staffing, technology needs, student needs, and community communication. During his "spare time", Mr. King worked to clear twelve plus years of grant mismanagement. These positive steps are reflected in the annual audit reports showing corrective action taken for every item on the five pages of single space, 10 font list of "significant findings."

As Mr. King became familiar with the community, he successfully created partnerships with Worcester State University and Mount Wachusett Community College. These partnerships give students the opportunity to earn up to 18 college credits in dual enrollment programs and to participate in Summer residency programs for Freshmen Scholars. As a result of these partnerships, collaborative grant dollars also became available. He worked with the town to develop a mutual respect to use limited resources to benefit both the schools and the community. He is highly respected by town employees and committee members alike. A true test of his professionalism and dedication was evident when a small group of very vocal parents used social media and public meeting platforms to undermine the success of the district by expressing their disapproval for staffing and program choices. He maintained his focus and support of education, teachers, administrators and students.

While Mr. King's resume and my letter of reference can reiterate his vast achievements and many successes it is very hard to capture his passion and dedication on paper. Mr. King actively works at creating relationships that improve learning AND teaching. He understands that without professional development, support and training for teachers as they transition into new instructional venues, students will not be successful or engaged. He also knows that parents are key partners in

education and works to keep everyone fully apprised of all programs, developments, staffing changes, health and safety issues as they arise. His dedication to the students he serves was on full display at a recent school committee meeting when the student representative could not hold back tears while thanking Mr. King for his support and belief in herself and others.

It is without reservation that I recommend Thaddæus King as your new Superintendent of Schools.

Sincerely,

