HYA | EDUCATION EXPERTS

Milton Public School District
Superintendent of Schools

Superintendent Desired Characteristics
Approved by the Milton School Committee on October 28, 2026

After seeking input from its School Committee members, parents, staff, students and the community via focus groups, interviews, and an online survey, the Milton School Committee seeks a strong strategic leader who is (a/an):

- Champion of Public Education and Student Success: Be a strong advocate for public education who uses the district's core values to guide decisions in the best interests of all students
- Experienced and Committed Leader: Bring extensive experience as a superintendent or central office administrator, preferably as an assistant superintendent, with a commitment to serving Milton for the long term
- Visionary and Strategic Thinker: Lead the development and implementation of a cohesive educational vision and strategic plan, using data to inform decisions and improve student outcomes
- Strong Financial and Operational Leader: Demonstrate extensive financial knowledge, sound budget management, and strong operational leadership skills, including the ability to establish effective systems, processes, and accountability
- Instructional Leader Focused on Student Achievement: Bring extensive teaching and learning experience, with a focus on curriculum alignment, instructional rigor, meaningful professional development, and improving academic achievement
- Effective and Transparent Communicator: Communicate directly, honestly, and effectively, inspiring confidence and building trust across schools, municipal departments, and community organizations
- Collaborative, Decisive, and Relationship-Oriented Leader: Build positive relationships with students, staff, families, the School Committee, and community members while demonstrating the courage to make difficult decisions and stand firm in their convictions
- Equity-Minded Leader: Demonstrate cultural awareness, empathy, and a proven commitment to improving opportunities and outcomes for all students, including a deep understanding of special education programming, procedures, and service delivery
- Systems Thinker and Problem Solver: Diagnose challenges at the system level, connect multiple priorities and workstreams, and develop coordinated, sustainable solutions while supporting and holding administrators and staff accountable
- Appreciation of Milton's Character and Understanding of Massachusetts Public Education: Values Milton's history, culture, and community, maintains a visible and accessible presence, and preferably brings experience in Massachusetts school systems and with the Massachusetts School Building Authority (MSBA) or other major school construction projects