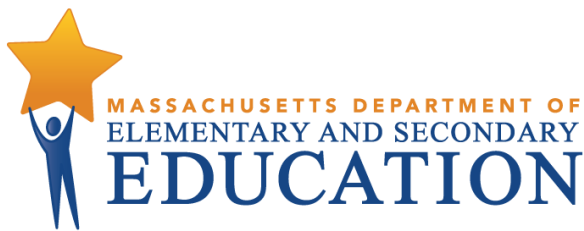


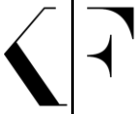
KORN FERRY

Position Specification



Massachusetts Commissioner of Elementary and Secondary Education

2017



POSITION SPECIFICATION

Position	Massachusetts Commissioner of Elementary and Secondary Education
Location	Malden, MA
Reporting Relationship	The Commissioner will report to the Board of Elementary and Secondary Education. http://www.doe.mass.edu/bese/edboard.html

MASSACHUSETTS PUBLIC K-12 SCHOOLS AT A GLANCE

Mission

To strengthen the Commonwealth's public education system so that every student is prepared to succeed in postsecondary education, compete in the global economy, and understand the rights and responsibilities of American citizens, and in so doing, to close all proficiency gaps.

Strategies

- Strengthen standards, curriculum, instruction, and assessment
- Promote educator development
- Support social-emotional learning, health, and safety
- Turn around the lowest performing districts and schools
- Enhance resource allocation and data use

Within each of these strategies, Massachusetts will focus on:

- Improving literacy in the early grades
- Improving mathematics in the middle grades
- Providing high quality career pathways for our high school students
- Increasing equity for historically underperforming groups of students

Massachusetts public schools are #1 in the nation and at the top internationally:

- #1 in the U.S. in reading and math on NAEP, "The Nation's Report Card" (2015)
- Top scores in the world in reading on the PISA international assessment (2016)
- #1 in Advanced Placement success in the country (2017)
- A four-year graduation rate that has increased in each of the last 10 years
- Students recognized at the national level for accomplishments in overall academics, the arts, and vocational/technical skills
- A strong teacher workforce that includes a National Teacher of the Year
- A shared commitment to welcoming and supporting all students regardless of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or immigration

status

- A shared recognition that despite our successes, we need to and can do better for many students

Massachusetts Public K-12 School Statistics

Number of School Districts: 404
 Number of Schools: 1,851
 Enrollment: 953,748
 Grades Served: PK-12

Operating Schools: 2016-2017 School Year

Operating School Districts	404
Charter Schools	
Commonwealth	69
Horace Mann	9
Commonwealth Virtual School	2
Educational Collaboratives	26

Type of Public Schools	
Elementary	1,140
Middle/Junior High	314
Secondary	397
Total	1,851

Student Race and Ethnicity

African American Students: 8.9%
 Asian Students: 6.7%
 Hispanic Students: 19.4%
 Native American Students: 0.2%
 White Students: 61.3%
 Native Hawaiian, Pacific Islander Students:
 0.1%

Multi-Race, Non-Hispanic Students: 3.4%

Selected Populations

First Language not English: 20.1%
 First Language Learner: 9.5%
 Students with Disabilities: 17.4%
 High Needs: 45.2%
 Economically Disadvantaged: 30.2%

For further data, please visit:

<http://profiles.doe.mass.edu/general/generalstate.aspx?topNavID=1&leftNavId=100&orgcode=0000000000&orgtypecode=0>

THE OPPORTUNITY

The Massachusetts Board of Elementary and Secondary Education is seeking the next Commissioner for the Department Elementary and Secondary Education. The ideal candidate will excel in leading and supporting the Board and the Department in their efforts to educate all students of the Commonwealth for success in a globally competitive world. Candidates for the position should demonstrate a capacity to develop effective strategies for the education of all students in Massachusetts and for significantly improving the state’s education system. The successful candidate will be a thoughtful leader, a skilled communicator, and a change agent. The



Board is seeking a leader capable of developing a good working knowledge of the Massachusetts context, while building on more than 20 years of bipartisan reform efforts to foster effective working relationships among all education stakeholders, particularly parents, educators, and students.

The central goal of state education policymaking is the creation of a system that educates all students to their full potential and the highest standards. Massachusetts, traditionally a high performing state and leading the nation in K-12 education, must continue to develop even more effective policies and practices to increase academic achievement for all. In doing so, the Department must focus on high expectations; implementation and refinement of the new MCAS test; resources for the social-emotional learning, health, and safety of students; development and retention of highly skilled teachers and administrators; and support for the turnaround of the lowest performing districts and schools. In addition, the Department should continue its focus on initiatives for early childhood learning, extended day and summer programs, extension of STEM pathways, and collaboration with the departments of higher education and early education and care.

The members of the Board of Elementary and Secondary Education believe effective collaboration among all stakeholders is essential to fulfilling the Commonwealth's education reform goals. The Board is committed to a further transformation of the Massachusetts Department of Elementary and Secondary Education into a professional service agency that, working with the Board, develops a state vision and plan for continually improving K-12 education, and in collaboration with various partners delivers a comprehensive set of supports and services designed to implement the plan and realize the vision.

KEY RESPONSIBILITIES

The Commissioner will lead and support the Board and the Department of Elementary and Secondary Education in their mission. This individual will be an action-oriented leader who will build statewide consensus for an agenda to dramatically improve student learning. The ideal candidate will be responsible for building the state education system's capacity to improve educational performance of all students, and addressing troubling and persistent achievement gaps while preparing all students to be internationally competitive. This individual will collaborate with the other branches of government, including local officials, private and nonprofit sectors, the education community, and state agencies with related agendas to address key issues and challenges. The next Commissioner will build and execute upon a strategy to lead efforts to systematically improve elementary and secondary education in Massachusetts.

Specific responsibilities of the Commissioner will include:

- Serving as chief executive officer of the state system of elementary and secondary education and supervising all K-12 public schools in the Commonwealth
- Representing Massachusetts Elementary and Secondary Education throughout the Commonwealth as well as nationally and internationally

- Building statewide consensus with diverse stakeholders and communities on strategies to realize the goal of dramatically improving student achievement
- Supporting the work of districts and individual schools with resources and initiatives that will help to close achievement gaps
- Developing a strategic plan to further transform the Department of Elementary and Secondary Education into a state-of-the-art resource, support, and service delivery center
- Providing guidance, support, and administration to the delivery of public K-12 education throughout the state
- Streamlining and distributing data and evidence to districts, schools, teachers, students, parents, and lawmakers, that is easy to understand and use for action-oriented outcomes
- Enforcing all general and special laws relating to the K-12 public education system throughout the Commonwealth

PROFESSIONAL EXPERIENCE / CHARACTERISTICS

The successful candidate will have:

- Deep knowledge of K-12 policy and practice and experience working in the field
- Experience with or knowledge of strategies, including academic programs, that have been successful in measurably boosting academic achievement for all students and closing persistent achievement gaps
- Demonstrated leadership, administrative, and managerial expertise and success in complex professional environments
- Demonstrated evidence of utilizing high quality research and data analytics to support the adoption of innovative strategies for the solution of persistent educational challenges
- Experience building consensus around priorities and goals by engaging diverse and sometimes opposing perspectives
- Skills in working with constituents and policy making partners, including the Legislature, the Executive, other state agencies, and local officials

The successful candidate will:

- Be an agent of change, with a vision and strategy to achieve educational equity
- Advocate for students' learning, well-being, and social-emotional health
- Communicate skillfully through multiple modes of influence and messaging
- Inspire the system through leadership and setting the right tone at the top
- Demonstrate empathy and understanding of how to navigate and build relationships across diverse communities and demonstrate how they put students and families first at all times
- Listen thoughtfully
- Be the champion for our educators
- Effectively manage the work of the Department of Elementary and Secondary Education
- Lead with integrity and humility

EDUCATION

A bachelor's degree is required; an advanced degree is preferred.

COMPENSATION

The compensation package is competitive and will be commensurate with the selected candidate's experience.

APPLICATION INSTRUCTIONS

To inquire further about the opportunity, please contact our search consultants at Korn Ferry. To apply, please send your materials to the Preliminary Screening Committee c/o Korn Ferry at Mass-ESE@kornferry.com. Review of materials will begin immediately and the position will remain open until filled. Please apply no later than December 15, 2017.

KORN FERRY CONTACTS

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The Massachusetts Department of Elementary and Secondary Education is an Equal Opportunity/Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.