EOS TRANSITION PARTNERS

www.eostransitions.com

SIZER
A North Central Charter Essential School
THINK CARE ACT

Sizer School Seeks Executive Director

About Sizer School

Opened in 2002, Sizer School is a regional, charter public school in Fitchburg which educates over 270 students in grades 7-12 from twenty north central Massachusetts cities and towns. At Sizer School ("Sizer") students are known personally, challenged intellectually, and participate actively in their learning. Guided by its commitment to diversity and inclusiveness, the school seeks to send graduates into the world who THINK for themselves, CARE about others, and ACT creatively and responsibly. Sizer integrates the Common Principles of an Essential School into its daily practice and decision making processes. Key design elements of Sizer are:

- A school where learning is personalized so every student is known well
- A school where all students are required to do serious intellectual work
- A professional learning community led by teachers and staff

Sizer's educational philosophy engages students in active learning and gives them voice in their educational journey. Sizer students develop skills focused on personal academic achievement and responsibility both in and out of the classroom. Sizer believes that all students - regardless of where they start - can leave Sizer with the necessary tools to succeed in life and become leaders in their own communities. Sizer teachers and staff are some of the most dedicated and talented professionals in Massachusetts and are deeply committed to crafting engaging lessons, encouraging creativity, and guiding students as they grow and learn.

Operating out of its custom-designed school building which opened in 2014 and on the verge of renewing its charter for the next five years, Sizer has an annual budget of approximately $6 million and employs about sixty teachers and staff, many with long tenures and all with a deep commitment to the school's mission. The school is overseen by a six-member Board of Trustees comprised of volunteer community and education leaders.

About the Transition and the Role

For the 2026-27 academic year, Sizer will be led through December 2026 by its current Executive Director who has been with the school for seven years and will begin a professional sabbatical in January 2027. For the remainder of the academic year, Sizer has engaged an Interim Executive Director. The next Executive Director will join the school for the 2027-28 school year, beginning no later than July 2027. The Executive Director role is a five-day-a-week on-site position at the Sizer School in Fitchburg.

Opportunity Going Forward

The Executive Director will have the opportunity to lead a school where education is deeply personal in a close-knit community where every student is known, every educator is committed, and every success is shared. The school's talented and highly committed leadership teams are united for a common purpose: helping students thrive academically, socially, and emotionally. Families consistently describe Sizer as life-changing for their children, and staff believe that the school's mission is not just written on the wall – it is lived every day. In this intimate environment, the Executive Director will have the rare opportunity to know

students by name, watch them grow over time from middle through high school, and see firsthand the impact leadership can have.

The Executive Director will work alongside a highly qualified Principal and dedicated colleagues in a beautiful, safe, and welcoming environment where innovation is encouraged, relationships matter, and students are empowered to become their best selves. With strong teaching teams, a collaborative leadership culture, and a community committed to continuous growth, Sizer is a school where a purpose-driven leader can do her/his most important career work. In addition to ensuring student achievement and effectively and efficiently overseeing all school operations, finances, enrollment, culture, governance, and resource development, high priorities for the Executive Director are:

- Navigating the leadership transition, ensuring that existing and strong relationships are maintained and grown with students, parents, teachers, staff, community leaders, education partners, government officials, DESE, and supporters.
- Supporting the school's Principal in his charge to continuously raise the school's academic rigor and student achievement to ensure Sizer remains a school of choice for parents seeking an exceptional student-centered educational option.
- Working collaboratively with the Principal to develop and implement strategies to recruit, onboard, develop, and retain experienced teachers and staff in a highly competitive job market where competition from traditional public and other schools is strong.
- Developing and sustaining a marketing and communications strategy that highlights the school's unique strengths, counterbalances misperceptions of Sizer, and grows student enrollment.
- Networking regularly with community organizations and educational partners to sustain and expand academic and career opportunities for students.
- Ensuring Sizer has the appropriate staffing, programs, and spaces to deliver the individualized educational program each student requires regardless of ability while overseeing and maximizing the potential of a highly effective and cohesive senior leadership team.
- Partnering with the Board and the community to secure the resources needed to fund any capital projects or to expand programs and extracurricular activities.

Profile of the Ideal Candidate

Credentials:

- A minimum of five years of senior educational leadership or equivalent experience.
- Master's degree required.
- Passion for/commitment to/experience with Sizer's unique mission and the essential school model.
- Understanding of/experience in the charter public school sector or at a standalone school is a plus.

Skills and Qualities:

Mission-Aligned Educational Leader

- Successful track record leading a school, educational organization, or affiliated nonprofit of similar scale and size in terms of educational program, student population (urban to rural), and staff.
- Skilled at developing, managing, and reporting financials and ensuring strong compliance with charter regulations and reporting, audits, and governance best practices.
- An experienced, grounded executive who leads with humility, empathy, accountability, and genuine appreciation for the young people and families served by Sizer and who can consistently prioritize student needs in every decision.
- Able to leverage one's educational knowledge and philosophy to support the school's Principal and other educators to achieve results and resolve academic-related issues.
- Present in the day-to-day life of the school and inspired by and energized to be in relationship will all students and staff.

- Proactive problem-solver who encourages innovation and balances collaboration with the ability to make final decisions.

Authentic and Consistent Team Builder and Communicator

- Honest, fair, empathetic, and approachable team leader who genuinely loves children and can build trusting relationships with students, families, and staff.
- High emotional and cultural intelligence with a commitment to empowering others, hearing and respecting all voices, embracing diverse perspectives, and ensuring the entire school community feels valued and heard.
- Strong listening skills, openness to feedback, and able to build relationships and collaborate with Sizer's diverse community.
- Clear, honest, consistent communicator who maintains an open-door policy, is accessible to the community, and regularly and broadly shares updates on decisions, initiatives, and challenges.

Visible, Passionate, and Engaged Community Representative

- Eager to and able to build strong community partnerships and serve as Sizer's public face to grow awareness, challenge misperceptions, promote positive perceptions, and grow enrollment.
- Understanding of Sizer's unique identity as a regional charter school and the diverse backgrounds and experiences of its diverse student population.
- Inspired to be the articulate, passionate, and dogged spokesperson and representative for Sizer.
- Skilled at growing partnerships to expand opportunities for Sizer's students and the broader community.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of $160,000 to $180,000 commensurate with experience and qualifications. Sizer offers a comprehensive benefits package which includes health, dental, and vision care coverage, life and disability insurance plans, participation in the MTRS pension plan as well as generous paid time off.

Additional Information and Application Process

Sizer provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Candidate must include a resume and a cover letter, both in PDF format, which describe how qualifications and experience match the needs and mission of Sizer. A CORI check will be required for finalists. Applications will be accepted until the position is filled. Upload required documents to: https://eostransitions.applicantpool.com/jobs/.

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at: jtarvin@eostransitions.com.