



LABBB Collaborative

Announcement of Vacancy: Executive Director 2022-2023 School Year

LABBB Collaborative is actively seeking experienced, qualified candidates for the position of Executive Director, effective July 1, 2022. The LABBB Board of Directors has engaged Dr. William H. Lupini as Interim Executive Director for the 2021-2022 school year and to assist the collaborative with this search process.

The Collaborative

The LABBB Collaborative built its nearly 50-year history on making a commitment to give students with special needs a chance to attend school and learn in the most inclusive settings. To that end, all LABBB classrooms are located within public school buildings in our member communities (Lexington, Arlington, Burlington, Bedford and Belmont). Programs are currently located in the following schools:

- *Lexington Public Schools*
 - Lexington High School
- *Arlington Public Schools*
 - Arlington High School
 - Ottoson Middle School
- *Burlington Public Schools*
 - Burlington High School
 - Fox Hill Elementary School
 - Memorial Middle School
 - Francis Wyman Elementary School
- *Bedford Public Schools*
 - Bedford High School
 - John Glen Middle School
- *Belmont Public Schools*
 - Belmont High School
 - Chenery Middle School
 - Butler Elementary School
 - Wellington Elementary School

The philosophy of the LABBB Collaborative is to promote the social, cognitive and emotional growth of each child to his or her potential. The LABBB value of support for the whole child includes cooperative and wrap around programs that define our commitment to all students regardless of their handicapping condition. We believe every student is unique and has special talents and abilities that must be cultivated in the learning environment. The LABBB community has a vision of skill-based instruction that considers the whole student from early childhood to adult living. Our educators proceed by building skills and aptitudes to move toward independence; self-reliance is a goal shared by all.

LABBB currently provides educational programming and support services for 280 special needs students from over 65 school districts. The collaborative currently employs approximately 210 FTE staff, including 86 teachers and specialists, 110 educational assistants, 7 program coordinators, and 2 directors.

LABBB serves students with a variety of special needs including students on the autism spectrum, students with multi-handicaps, pervasive development disorders, developmental delays, language deficits and

social/emotional challenges. The unified leadership of the LABBB Superintendents was a key factor in establishing the Collaborative and remains key to keeping programs strong and progressive.

Mission Statement:

We design and deliver special education services that promote academic, social and career independence in the most inclusive settings possible.

Core Values:

- Quality. We provide high quality programming to each unique child attending our schools.
- Partnership. The relationship between home and school is essential to the success of our students.
- Independence. We foster an environment that enables our students to acquire the necessary skills to lead more independent lives.
- Student Strengths. We create and promote opportunities to maximize our students' strengths.
- Communication. Our staff is committed to creating a professional working and learning environment through teamwork, communication and respect.
- Mind Body Management. We believe in culture that supports the practice of mind/body exercises for staff and students.
- Diversity, Equity and Inclusion. We seek to understand, nurture, respect and celebrate the individuality and diversity of students, staff and our surrounding communities in a safe and supportive environment.
- Music, Arts and Theater. We believe that music, art and theater are healthy forms of expression and an important part of our students' education.

The Position

The Executive Director provides leadership and management to all aspects of LABBB Collaborative. Specifically, the key duties and responsibilities of this leadership position include:

- Work closely with the Board of Directors to fulfill the mission, vision and goals of the Collaborative.
- Direct, administer, supervise and ensure a high quality of all programs and services provided by the Collaborative.
- Take an entrepreneurial approach to programs and the organization to fulfill district needs and adapt to the changing educational marketplace.
- Ensure sound fiscal management of all Collaborative operations.
- Work closely with member district Special Education Directors and Superintendents on any new Collaborative initiatives.
- Work with the Administration on all aspects of staffing (including hiring and evaluation) to ensure qualified personnel for all positions.
- Work collaboratively with member district Superintendents, Principals and Special Education Directors to obtain and maintain suitable physical facilities for programs and services.
- Maintain appropriate and continuous relationships between the Collaborative, the Department of Elementary and Secondary Education and other appropriate agencies to ensure compliance with all appropriate state and federal laws and regulations.
- Communicate with member district special education administrators on a regular basis regarding regional issues, needs and collaborative endeavors.
- Disseminate information regarding the Collaborative to local school districts and stakeholders.
- Ensure the planning and implementation of appropriate staff development and training opportunities.

Stakeholders have recently been provided with an opportunity to identify key current priorities for the next LABBB Executive Director. They identified the following four (4) areas as key immediate areas of focus for the next Executive Director:

- Establishing strong lines of communication with and among stakeholders, including employees, member districts and families
- Ensuring that educators have the materials and professional development necessary for the successful execution of their jobs
- Involving teachers and administrators in the design and implementation of important decisions and policies
- Establishing quality contact and interactions with educators, students and families

Qualifications

The qualifications for this position include:

- a minimum of a master's degree in Educational Administration, Special Education or a related field;
- eligibility for Massachusetts DESE licensure as a Superintendent/Assistant Superintendent (Required) and Director/Supervisor of Special Education (Preferred);
- minimum of three (3) years of school, district or collaborative leadership experience;
- demonstrated experience with special education programs and issues;
- demonstrated experience managing finances in a public school and/or collaborative setting; and
- demonstrated familiarity with human resources in a public school and/or collaborative setting.

Alternatives to the above qualifications (as may be determined by the Board of Directors) may be acceptable.

LABBB is offering a regionally competitive compensation and benefits package for this leadership position, commensurate with experience and qualifications. The start date for the successful candidate will be July 1, 2022.

Application Process

The application deadline for this position is Tuesday, December 14, 2021 at 4:00 p.m.

Candidates interested in applying for this leadership position should email a letter of interest, resume, proof of licensure and three current letters of reference to:

Dr. William H. Lupini
Interim Executive Director
LABBB Collaborative
edsearch@labbb.net

Further information about the Executive Director search process is available at the LABBB website: www.labbb.com.

Potential candidates should contact Dr. Lupini at blupini@labbb.net with any questions or inquiries.

LABBB Educational Collaborative is an equal opportunity employer committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information and/or disability, as defined and required by state and federal laws.