



OPPORTUNITY PROFILE

Executive *Director*

Massachusetts Association of School Committees

The Massachusetts Association of School Committees (MASC) seeks a dynamic and visionary leader to serve as its next Executive Director. This is a compelling opportunity to lead the Commonwealth's foremost organization supporting school committee members and advancing effective local governance in public education.

For generations, MASC has been a trusted partner to school committees across Massachusetts, equipping local leaders with the knowledge, resources, and advocacy needed to navigate an increasingly complex educational landscape.

Through professional development, policy services, superintendent search consulting, legislative leadership, and the sharing of best practices, MASC strengthens governance and helps ensure strong outcomes for students and communities.

As the leading voice for school committee members statewide, MASC convenes and mobilizes education leaders through signature events such as the annual MASC/MASS Joint Conference and Day on the Hill, shaping conversations and influencing public education policy across the Commonwealth.



MORE THAN

2,400

elected & appointed
School Committee
members

HEADQUARTERS

1 McKinley Square, Suite 200, Boston

GOVERNANCE

Board of Directors — Executive Committee &
Division Chairs

Our Strategic Framework 2025–2030

“Achieving excellence in school leadership through advocacy, training, and service.”

Adopted by the Board of Directors in July 2025, the 2025–2030 Strategic Framework organizes MASC’s work around three service pillars — Advocacy, Training & Mentorship, and Comprehensive Support — and a set of core values centered on Excellence & Achievement, Equity & Access, Advocacy & Accountability, Empowerment & Mentorship, and Collaboration & Empathy. Its forward priorities include standardizing onboarding and succession planning for members, board, and staff; developing the MASC website into a one-stop member resource; modernizing the Association’s governance handbooks; and enhancing the technology behind its statewide conferences. Leading the execution and implementation of this framework, in close partnership with the Board and staff, will be central to the next Executive Director’s tenure.

Reporting to the Board of Directors, the next Executive Director will serve as the Association's chief executive, responsible for its strategic leadership, operations, financial stewardship, advocacy agenda, and member services. As MASC's principal spokesperson, the Executive Director will represent the Association before the Legislature, state agencies, partner organizations, and the media.

MASC is governed by a 15-member Board of Directors, consisting of a five-member Executive Committee and ten Division Chairs representing the Association's geographic, vocational-technical, urban, and Inclusion, Diversity, and Equity (IDE) divisions. The Executive Director will work closely with the Board to advance MASC's mission, implement its strategic priorities, and strengthen engagement among a diverse statewide membership.

The Executive Director will also lead a seasoned team of eight direct reports responsible for delivering professional development, policy and legal services, legislative advocacy, and other member support.

Building on MASC's strong foundation and legacy of advocacy, the next Executive Director will have the opportunity to shape the future of the Association and public school governance in Massachusetts. Working alongside the Board, staff, and members, this leader will strengthen MASC's statewide influence, respond to emerging challenges in education, and ensure the Association remains an indispensable voice and resource for school committees across the Commonwealth for years to come.

Performance Objectives

The Executive Director's work centers on four areas of responsibility:

01 Leadership & Governance Serve as chief executive, advancing the mission and strategic priorities established with the Board; support the Board, Executive Committee, and Division Chairs; and strengthen leadership development and succession planning.	02 Advocacy & External Relations Serve as MASC's principal spokesperson and advocate with the Legislature, DESE, and other partnering organizations and stakeholders, while cultivating strategic partnerships across the Commonwealth and nationally.
03 Member Services & Programs Oversee professional development, policy services, superintendent searches, publications, and conferences, ensuring programs remain relevant and valuable to school committees statewide.	04 Operational Excellence & Fiscal Management Lead and develop staff within a collaborative, accountable culture, and steward the Association's finances and resources to ensure long-term sustainability.

MASC seeks a strategic, collaborative, and politically astute leader who is passionate about public education and the vital role of local governance. The Executive Director serves as the primary spokesperson for MASC's interactions with partners, policymakers, and the broader base of community leaders across the Commonwealth.

The next Executive Director will lead an organization committed to advancing equity and access in public education — working with school committee members representing urban, suburban, regional, vocational-technical, and public school districts to advocate for policies and resources that strengthen public education so that every student has an equal opportunity to succeed.

- 01 At least 5 years of progressive leadership experience in public education, education associations, nonprofit management, advocacy, or government relations, including legislative engagement; **Priority will be given to individuals with school committee experience**
- 02 Bachelor's degree required; An advanced degree in education, public administration, law, or a related field preferred
- 03 Knowledge of Massachusetts public education, school committee governance, and the legislative process
- 04 Success in public policy advocacy and relationship-building with legislators, government agencies, school leaders, and other education stakeholders
- 05 Demonstrated financial and operational leadership, including budget development and oversight, resource stewardship, compliance, and long-term organizational sustainability
- 06 Executive leadership and management experience, including strategic planning, board relations, operations, staff development, and team leadership
- 07 Experience engaging and serving diverse member constituencies, developing responsive programs and services, and building partnerships across education, municipal, labor, and community sectors
- 08 A commitment to MASC's mission and to advancing equity, inclusion, and excellence in public education

If you don't check off every box in the requirements listed above, you should still consider applying. MASC is dedicated to building an inclusive & equitable workplace that fosters a sense of belonging. If you are excited about this role, but your experience doesn't align perfectly with every qualification in the job description, we encourage you to still consider applying.

This position offers a competitive, market-based salary established through recent compensation benchmarking and Board review. MASC currently operates in a hybrid work environment, with employees working two days per week in the office. Given the Association's statewide responsibilities and the external nature of this leadership role, the Executive Director must maintain a regular presence in the Greater Boston area and travel extensively throughout Massachusetts, as well as nationally, to attend conferences, meetings, and other events.

MASC is an Equal Opportunity Employer committed to fostering an inclusive workplace that values and respects individuals from all backgrounds. We encourage applications from individuals of all gender identities and expressions, races, ethnicities, religions, national origins, ages, veterans, individuals with disabilities (including those who use trained service animals), and individuals of all sexual orientations. Applicants are invited to include their preferred pronouns in their application materials so we may address them respectfully throughout the search process.

To ensure the confidentiality and integrity of the search process, all inquiries and candidate information will be held in the strictest confidence. The MH Group conducts a comprehensive six-step executive search process, beginning with the formal candidate application.

All candidate-submitted materials are reviewed for consistency and accuracy; employment history, educational credentials, and other background information are verified during screening and, for finalists, through a formal background check.

Applications are reviewed on a rolling basis as candidates progress through each stage of the search, and candidates who submit a tailored cover letter addressing their interest and qualifications will receive priority consideration.

BEST CONSIDERATION

October 16, 2026

For best consideration, applications should be submitted by October 16, 2026. Early applications are encouraged and will be reviewed as received.



SALARY RANGE

\$225,000–\$265,000

commensurate with qualifications & experience

WORK MODEL HYBRID

A minimum of two days
per week in the office.

LOCATION

Greater Boston area, with
statewide & national
travel

RELOCATION ASSISTANCE

Negotiable

BEST CONSIDERATION

October 16, 2026EMPLOYMENT
AGREEMENT

The Board of Directors anticipates offering the selected candidate an initial three-year employment agreement with annual performance evaluations and the opportunity for renewal based on mutual agreement.

[APPLY HERE](#)

About The MH Group

The MH Group LLC is a certified WBE and MBE nationwide executive search, workforce strategy, and advisory firm that partners with organizations to identify, attract, and recruit exceptional leaders who drive long-term success, strengthen culture, and accelerate strategic growth.