



**Acton-Boxborough Regional School District**

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TO: Amy Krishnamurthy, Chair, Acton-Boxborough Regional School Committee (ABRSC)  
FROM: Paul Murphy, Chair, Interim Superintendent Search Subcommittee (ISSS)  
DATE: 7/26/17, revised 7/28/17  
RE: Recommended Finalists for Interim Superintendent

As requested by the ABRSC, the ISSS undertook the task of screening a pool of candidates for the purpose of recommending finalists for consideration for the position of Interim Superintendent for our District. A total of 29 candidates responded to the posting, from which three were selected for further consideration by the ABRSC. One of our three finalists withdrew due to family responsibilities.

The School Committee will interview the finalists at their meeting on Tuesday, August 1<sup>st</sup> starting at 6:15 p.m. in the R.J. Grey Junior High Library. A possible vote to appoint the Interim Superintendent is on the agenda. Materials are posted at <http://www.abschools.org/school-committee/meetings-agendas-packets-and-minutes>

**Mr. William McAlduff** has 20 years of experience as a Superintendent and Interim Superintendent of Schools in four Massachusetts school districts including Winchester, and, most recently, Dover-Sherborn. While in Winchester he worked with the Massachusetts School Building Authority (MSBA) on two school building projects and, while Superintendent in the King Philip Regional School District, he successfully led the process to secure a debt exclusion override in each of three member communities for construction of a new high school and renovation of their junior high school. Mr. McAlduff has served as a high school principal and assistant principal and, for six years, was a teacher in the Lexington Public Schools. He holds a Master's degree from Montana State University.

**Ms. Marie Altieri** is currently the Deputy Superintendent of the Acton-Boxborough Regional School District (ABRSD). Since 2007, she has served ABRSD as the Director of Personnel and Administrative Services. From 1998-2005, during her tenure on the Acton-Boxborough Regional School Committee, she played an active role on the Building Committee during three school building projects including the expansion/renovation of the High School and Junior High School as well as the construction of the Parker-Damon Building which houses the Merriam and McCarthy Towne Schools. Ms. Altieri holds a Massachusetts teacher's license and, for 12 years, taught technology courses in the private sector and at Hanscom Middle School. She holds a Master's degree from Boston University and has worked to implement her major research paper entitled "*Later School Start Times: How to Improve Academic, Social and Emotional Well-Being*".

*At ABRSD, our mission is to develop engaged, well-balanced learners through collaborative, caring relationships.*

WELLNESS • EQUITY • ENGAGEMENT

**William H. McAlduff, Jr.**

July 1, 2017

Dear Members of the Interim Superintendent Search Committee:

I am pleased to submit this letter as an indication of my enthusiastic interest in the position of Interim Superintendent of Schools for the Acton-Boxborough Regional School District. I believe that my twenty years as a successful Superintendent and Interim Superintendent of Schools in four Massachusetts school districts, along with my other professional school experiences, make me an excellent candidate for this position.

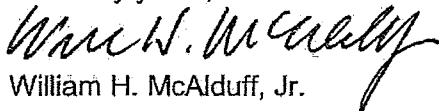
During the past three years I have very much enjoyed the opportunity to serve as an Interim Superintendent. My skills in the area of organization, collaboration and problem solving, along with a strong work ethic have allowed me to bring added value to both Winchester and the Dover-Sherborn Regional school district while serving in the Interim Superintendent role.

I am well versed in the school construction process having worked closely with MSBA on two school building projects during my tenure in Winchester. While Superintendent of the King Philip Regional School District I successfully led the process for securing a debt exclusion proposition 2 ½ override in each of our three member communities for the construction of a new high school and total renovation and addition to the junior high school.

It is critical that the Interim Superintendent be well versed, knowledgeable and experienced in order to be able to provide positive, constructive and effective leadership in transitioning the school district as it progresses through the process of bringing on board a new permanent Superintendent of Schools. I will bring those skill sets and more to AB if chosen as the Interim Superintendent.

I look forward to hearing from you in order to discuss my candidacy in further detail.

Sincerely yours,

  
William H. McAlduff, Jr.

# William H. McAlduff, Jr.

## RESUME

### EDUCATION:

#### **Boston College:**

- Completed all requirements (60 credits) of the Professional School Administrators Doctoral Program with the exception of the Doctoral Dissertation

#### **Montana State University:**

- Master of Science Degree

#### **University of Vermont:**

- Bachelor of Science Degree

### PROFESSIONAL EXPERIENCE:

#### **Superintendent of Schools:**

##### **Public Schools of Dover and Sherborn: (2015 – 2017)**

- Interim Superintendent of Schools

##### **Winchester Public Schools: (2014 – 2015)**

- Interim Superintendent of Schools

##### **Winchester Public Schools: (2007 – 2014)**

- Superintendent of Schools

##### **Wilmington Public Schools: (2003-2007)**

- Superintendent of Schools

##### **King Philip Regional School District**

- **(Norfolk, Plainville, Wrentham): (1997 – 2003)**
- Superintendent of Schools

##### **Revere Public Schools: (1991 – 1997)**

- High School Principal

##### **Lynnfield Public Schools: (1986 – 1991)**

- High School Principal
- High School Assistant Principal

**Lexington Public Schools: (1980 – 1986)**

- High School Housemaster
- High School Science Teacher
- Junior High School Science Teacher

**LICENSURE:**

- Massachusetts State Professional License:  
Superintendent/Assistant Superintendent

**REFERENCES:**

- Additional References available upon request

Dear Members of the Interim Superintendent's Search Committee,

I am writing to submit my application for Interim Superintendent of the Acton-Boxborough Regional School District. My goal will always be to do what is best for the students and staff of the Acton-Boxborough Regional School District and for the Acton-Boxborough Community. When I wrote to the School Committee in May, I believed that bringing in an Interim Superintendent from the outside might be best for the district. As time has gone on, I have come to believe that it would be best for the district to maintain stability in leadership as we move forward with many important initiatives that have been started over the last couple of years. I believe that I am best suited to provide that leadership.

In the ten years that I have served as a Central Office Administrator here at AB, I have learned a great deal from the three Superintendents with whom I have worked. Each of them has relied on me as their second in command. I have been a member of the Superintendent's Cabinet, and I have been involved in all aspects of leading the school district. I have negotiated three rounds of contracts with all three of our employee unions. I meet regularly with all of our union leadership groups, working hard to solve problems as they arise rather than let things escalate. I have been a key contributor to the Acton Leadership Group, the development of our last two Long Range Strategic Plans, budgets and finance, the implementation of full regionalization, the Health Insurance Working Group, and AB's implementation of the Massachusetts' Educator Evaluation system.

I believe that we are in the middle of several important initiatives that have the ability to have a truly positive impact on our students now and into the future. I have been directly involved in each of these initiatives, and I believe that as interim superintendent I can continue to partner with the School Committee and our school leadership team to move this important work forward. These items include:

- Modification of school start times – Implementation September 2018
- School Building Proposal – Approval of design funds December 2017
- Massachusetts Tiered System of Support (MTSS)
- Modification of high school schedule – Implementation September 2018
- Challenge Success – expand the definition of success to prioritize balance
- Implementation of new homework policy and fall community forum about homework
- Suicide prevention/postvention and Mental Health.
- Consolidation of before/after school funding

The principals, central office administrators and I will partner with the School Committee to continue all of this important work. As time has gone on, it just doesn't make sense to bring someone new in for ten months. It will take us a period of time for that person to get to know everyone, and for us to bring that person up to speed on our work. We have an extremely talented leadership team, and we will distribute the work in an effective way and in the best interest of students.

As you look at my resume, you will see that I bring a unique set of experiences to school leadership. I spent many years developing courses and teaching adults all over the country. This period of time gave me experience in industry, managing a group, budgets, responding to customers, presentations and project management. I received teacher of the year awards from Northeastern University and Honeywell. I was on the Acton-Boxborough Building Committee for the Parker Damon Building, the Jr. High and the High School expansions and renovations. I led a statewide effort to reform Chapter 70 state aid for education that created a new statutory minimum level of school funding. This new formula increased state aid to Acton-Boxborough over a five year period from \$5.6 million in 2006 to \$15.8 million in 2011. This helped us weather the

downturn in the economy, and avoid layoffs and overrides. This type of innovative and creative problem solving is a hallmark of my leadership.

In 2006 I went back to school to become licensed as a public school teacher and administrator. I taught for a short time at Hanscom Air Force Base and then I came to work in Central Office here at AB. I received my Master's in Educational Policy, Planning and Administration in 2014. My major research paper in this program was, "*Later School Start Times: How to Improve Academic, Social and Emotional Well-being.*" I am very excited to be working towards implementing a change that responds to the clear research in this area.

I am very committed to the students and the community of Acton-Boxborough. I believe that we are on the cusp of making some very exciting changes that will benefit our students. I am the leader who can help us to reach these important goals. I am happy to answer any questions you may have.

Thank you,

A handwritten signature in cursive script that reads "Marie Altieri".

Marie Altieri

## *Professional Experience*

### **Deputy Superintendent, Acton-Boxborough Regional School District Acton, MA**

*Previous title Director of Personnel and Administrative Services – June, 2007– Present*

- Member of the Superintendent's Cabinet, setting vision, strategic planning, develop policy, district-wide decision making, support School Committee, community outreach, etc.
- Oversee Human Resources, recruiting, hiring, benefits administration, supervision, and evaluation of 1,000 employees including 450 teachers for a school district serving 5700 students.
- Actively involved in budgeting process and priority setting for \$89 million budgets to support instruction eight schools.
- Support School Committee and represent administration in negotiations with three collective bargaining units.
- Active member of school start time subcommittee to gather community feedback and work through logistics to prepare for implementation.
- Master planning committee member involved in reviewing structural needs of all eight buildings and recommending solutions to update older facilities. Working with Massachusetts School Building Authority to secure funding for building to update elementary schools.
- Led district-wide collaborative task force implementing new Massachusetts Educator Evaluation Framework through pilot and full implementation, including training evaluators. Focused new system on growth mindsets, administrators getting into classrooms regularly and increasing conversations about teaching and learning.
- Led eight Principal hiring committees. Created new administrator orientation program.
- Work with town and school combined Health Insurance Working Group and Health Insurance Trust to modify health plans, helping to contain health insurance costs.
- Work with Acton Leadership Group to maintain multi-year budget planning allowing town and school districts to provide excellent services during significant economic downturn.
- Work with Regional Transition Team to plan implementation of Acton-Boxborough's PreK-12 expanded Region, preserving culture in both communities.
- Supervise additional departments including food services and technology.

### **Teacher–Hanscom Middle School, Hanscom AFB Lincoln, MA ▪ 2006 – 2007**

- Technology Integration Teacher
- Taught technology courses to 250 students in grades four through eight
- Supported teachers in the integration of technology into the curriculum.

### **Teacher – Computer Programming & Software–Altieri Training Assoc., ▪ 1994 – 2006**

- Developed curriculum and courses in C Programming, Shell Programming, Unix System Administration and Unix Users.
- Taught these courses for various schools and companies including Boston University Corporate Education Center, Northeastern University, MIT Lincoln Laboratories, Fidelity Investments, Lucent Technologies, etc.

### **Teacher– Northeastern University State of the Art Program, ▪ 1993 – 1999**

- Taught evening courses in C Programming, Unix Systems Administration and Shell Programming. Received Instructor of the Year Award 1995.

### **Teacher and Course Developer- Honeywell Information Systems 1986 - 1994**

- Developed courses for department and taught technology courses for Honeywell customers and employees nationally and internationally.

## *Board and Community Work*

### **School Committee – Acton Public and Acton – Boxborough Regional Schools 2000 – 2006**

Chair 2001, 2003, 2004, 2006

- Presented School Budgets to Town Meeting for approval.
- Worked with State Legislators and testified before Joint Education Committee to secure legislation providing minimum state aid to all communities. Resulted in multi-million dollar increase in state funding for education to Acton and Acton-Boxborough and many nearby communities.
- Trustee, Acton Health Insurance Trust
- Policy Subcommittee – Reviewed and updated all school district policies.

### **Building Committee 1998 – 2005**

- Worked with team to develop plans, secure approval, and complete over ninety million dollars of construction for the expansion of the R. J. Grey Jr. High School, Acton-Boxborough Regional High School and the building of the new Parker Damon Building to house the Merriam and McCarthy-Towne Schools. Served as secretary, taking minutes.

## *Education*

### **Boston University Graduate School of Education, Boston, MA • May 2014**

Master's of Education in Policy, Planning, and Administration GPA 3.9 May, 2014

Research papers include: *Gender Bias in Education; Later School Start Times: How to Improve Academic, Social and Emotional Well-being; Chapter 70: A Need to Provide Adequate State Funding for Education.*

### **Harvard University, 2006 – 2007**

Graduate Course work in Math Teaching and Technology Integration

### **Merrimack College, North Andover, MA 1985**

Bachelor's of Science in Computer Science with a concentration in Mathematics and a Minor in Education • 1985

## *Licensure*

Massachusetts DESE License

Massachusetts DESE License

Superintendent/Assistant Superintendent 2010

Teaching Middle School Mathematics

## *Awards*

Acton-Boxborough United Way Volunteer of the Year 2016

Northeastern University State of the Art Program Instructor of the Year 1995

Massachusetts Association of School Committees All State School Committee 2006

Honeywell Info Systems Instructor of the Year 1989, 1991