Brad Crozier

Dear Members of the Andover School Committee,

I am writing to express my interest in the Superintendent of Schools position in Andover. With over 30 years in public education and eight years serving as Superintendent in Sudbury, I bring a student-centered, collaborative, and results-driven approach that aligns closely with Andover's values and priorities.

In Sudbury, I have led with a clear focus on improving outcomes for all students while building a culture of trust, inclusion, and continuous improvement. This work has included developing and implementing a multi-year strategic plan, strengthening instructional leadership through aligned professional development and data-informed practices, and expanding inclusive programming to better serve diverse learners. These efforts contributed to a return to pre-pandemic achievement levels and state recognition for academic recovery.

A central part of my leadership is fostering strong relationships across the school community. I prioritize consistent, transparent communication with staff, families, and the School Committee through structured engagement, listening sessions, and ongoing collaboration. This approach has helped build trust and shared ownership of district goals, a strength noted by colleagues and community partners alike.

I also bring deep experience in district operations and fiscal management. I have successfully developed and managed budgets, negotiated collective bargaining agreements, and aligned resources to strategic priorities while maintaining fiscal responsibility. At the same time, I have led long-range planning efforts related to staffing, facilities, and program development, ensuring sustainability and responsiveness to evolving needs.

What draws me to Andover is its strong tradition of partnership, high expectations for student achievement, and commitment to equity and belonging. I share the belief that a superintendent must be visible, engaged, and grounded in the daily life of schools. I value being present with students and staff, listening carefully, and ensuring that decisions reflect both a clear vision and the lived experiences of the community.

I would welcome the opportunity to contribute to Andover's continued success by advancing a shared educational vision, strengthening inclusive practices, and building on the district's strong foundation. Thank you for your consideration.

Sincerely,
Brad Crozier

Brad Crozier

"His eight years of leadership are defined by student-centered decision-making, thoughtful collaboration with staff and community, and a consistent ability to align resources to deliver meaningful results."

-- Nicole Burnard, School Committee Chair

"Brad is a thoughtful, strategic, and highly collaborative leader who builds strong relationships, communicates with clarity and empathy, and creates the conditions for others to grow and succeed."

-- Sara Harvey, Loring School Principal

"He has a rare ability to take on complex challenges, work through them methodically, and turn uncertainty into clear, actionable direction while maintaining a steady, solutions-focused approach."

-- Silvia Nerssessian, Former School Committee Chair

"He empowers his team and builds a culture of trust and shared purpose, inspiring others to work even harder for a common mission."

-- Stephanie Juriansz, Director of Student Services

EDUCATION:

2004 - 2007	*Boston College, Chestnut Hill, MA* *Advanced Graduate Studies in Education Administration and Policy*
1998	University of Arkansas, Fayetteville, AR Graduate Studies in School Administration
August, 1995	University of Bridgeport, Bridgeport, CT **Master of Science,** Elementary Education
May, 1993	Graceland University, Lamoni, IA **Bachelor of Arts,** Business Administration: Concentration in Marketing and Human Resource Management

CERTIFICATIONS: **Massachusetts Superintendent/Assistant Superintendent**
Massachusetts Elementary School Principal, K-6

EXPERIENCE:

July '18 – Current Town of Sudbury, Sudbury, MA 01776
Superintendent of Schools

- Recruited, developed, and retained high-quality educators and administrators, strengthening leadership capacity across all schools and mentoring building leaders to advance instructional practice
- Negotiated and implemented multiple collective bargaining agreements while maintaining strong, trust-based relationships through consistent engagement with union leadership
- Built a culture of collaboration and trust through structured communication systems, including regular staff listening sessions, leadership meetings, and ongoing engagement with families and the School Committee
- Led district workforce planning and staff support through complex challenges, including COVID-19 and public health crises, maintaining continuity, morale, and high-quality instruction
- Strengthened staff effectiveness through aligned professional development, expanded instructional leadership structures, and district-wide data team implementation to support continuous improvement
- Improved student outcomes, including a return to pre-pandemic achievement levels and state recognition for academic recovery efforts
- Advanced inclusive practices and expanded in-district programming, improving service delivery while reducing reliance on out-of-district placements
- Maintained fiscal stewardship, aligning resources to strategic plan while navigating financial constraints
- Passed and implemented operating budgets and capital initiatives through effective communication, transparency, and community trust
- Led development and execution of a multi-year strategic plan grounded in student-centered decision making and measurable outcomes
- Enhanced systems for safety, communication, and operations to support students, staff, and families

July '07 – June '18 Town of Wayland, Wayland, MA 01778

Assistant Superintendent for Curriculum and HR

- Facilitated the hiring process and mentored eight new administrators
- Negotiated multiple three-year settlements with unions in harsh economic times
- Chaired all of the District's Curriculum Committees to research, implement, and evaluate curriculum
- Created Wayland Institutes, a self-sustaining summer PD for teachers in Math, ELA & STEAM
- Chaired the "Elevating Achievement" team for the School Com. Summit for long-range strategic planning
- Served on Futures Team to generate Educational Specifications for Wayland's new $71m High School
- Implemented policies and procedures to stream line HR functions and decrease errors
- Met bi-weekly with union presidents individually to foster trust, discuss concerns, and solve issues quickly
- Created a standards-based school report card that aligns to district's strategic plan
- Facilitated Technology Task Force and Full-Day Kindergarten Study Group
- Assisted in running the day-to-day operation of the school district and managed all HR functions

July 01-June07 Happy Hollow School, Wayland, MA 01778

Principal; K-5

- Improved staff development model to differentiate program for teachers
- Created environmental awareness program through the School Site Council
- Improved school-to-home communication with bi-weekly newsletters and website
- Reinforced school-wide social competency curriculum
- Hired and evaluated staff members (professional and non-professinal)

August 00- June 01 Gentry Intermediate School, Gentry, AR 72734

Principal; 3 -5

- Maintained facilities and budget
- Evaluated teachers and lesson plans to ensure teaching of state standards
- Disaggregated standardized test scores to evaluate student progress
- Organized a Teacher Assistance Team for behavior interventions

August 98- June 00 Gentry Elementary School, Gentry, AR 72734

Assistant Principal; K -5

- Trained as the Special Education Designee
- Managed all discipline incidents and resulting parent contacts
- Participated in curriculum alignment to meet the state's frameworks

Sept. 96 - July 98 Gravette Middle School, Gravette, AR 72736

Classroom Teacher; Sixth Grade Science

- Taught science using a hands on method (often four experiments a week)
- Developed lessons for a wide range of learning styles
- Acted as grade level head

Sept. 94 - June, 95 Mathewson Elementary School, Milford, CT 06851

Floating Teacher; Grades K -5

- Executed and taught daily lesson plans in all disciplines and all grade levels
- Maintained order within the classroom

PROFESSIONAL MEMBERSHIPS:

Massachusetts Association of School Personnel Administrators (MASPA) – **President 2018**
Massachusetts Association of School Superintendents (MASS)
Massachusetts Computer Using Educators (MassCue)
Association for Supervision and Curriculum Development (ASCD)

PRESENTATIONS &CONFERENCES:

MASC Presenter "Data Driven Strategies to Support All Learners" 2024
MASS Presenter "Communication That Works" 2022
Wayland Institute, **Director**, 2009 - 2018
Team Member - Using Lab Classrooms to Promote Professional Growth and Literacy, NCSD, Dallas 2007