



Plymouth Public Schools

Administration Offices

11 Lincoln Street

Plymouth, MA 02360

Telephone: 508-830-4300

Fax: 508-746-1873

Web: www.plymouth.k12.ma.us



CHRISTOPHER CAMPBELL, Ed.D.

Superintendent of Schools

STACEY A. ROGERS, Ed.D.

*Assistant Superintendent
Administration and Instruction*

ERIK W. CIOFFI

*Assistant Superintendent
Human Resources*

ADAM C. BLAISDELL, Ed.D.

School Business Administrator

MEMORANDUM

To: Plymouth School Committee

From: Chris Campbell, Superintendent of Schools

Date: April 7, 2025

Subject: Executive Summary: Administrative Restructuring Proposal

Executive Summary

In response to the evolving needs of our school district and the challenges in filling key leadership positions, we propose a strategic restructuring of our administrative framework. This realignment is designed to enhance support for both special education and general education, ensuring equitable, efficient, and sustainable oversight of academic operations—all while maintaining a fiscally responsible approach that does not increase the overall number of administrative positions.

Proposed Restructuring

Restructuring of Assistant Superintendent for Administration and Instruction to Assistant Superintendent of Academic Operations

- This role will oversee both general education and special education, ensuring alignment in instructional practices and student support services.
- Dr. Rogers, the Assistant Superintendent of Administration and Instruction, who has extensive and successful experience as a Director of Special Education, will assume this restructured position. Dr. Rogers' expertise provides continuity and strong leadership in this critical area.

Refinement of Special Education Leadership

- The existing Assistant Director of Special Education will refocus solely on in-district special education matters, ensuring dedicated leadership for students and staff within our schools. A revised job description will come before the School Committee on April 28, 2025.
- A new Out-of-District Liaison position will be created to provide targeted support for students receiving services outside the district, improving communication, compliance, and student outcomes. This job description will come before the School Committee on April 28, 2025.

The Plymouth Public Schools does not discriminate on the basis of race, color, religious creed, national origin, sex, gender identity, sexual orientation, homelessness, genetic information, ancestry, status as a veteran or U.S. uniformed military service member, disability, or age in admission to, treatment in, or employment in its services, programs, and activities.

Español: *Este es un documento importante. Por favor hágalo traducir. Póngase en contacto con la escuela de su niño si usted necesita ayuda. Gracias.*

Português: *Isto é um documento importante. Por favor mande-o traduzir. Contate a escola da sua criança se você precisar de ajuda. Obrigado.*

- An additional Special Education Department Head will be added at the elementary level to enhance direct support for schools and strengthen the implementation of special education services.

Strengthening General Education Oversight

- A Director of Curriculum and Instruction will be introduced to oversee and support academic coordinators, ensuring a cohesive and rigorous instructional program. In order to implement this restructuring without adding additional administrative positions, this position would be posted internally in hope that an existing member of the leadership team would be open to the opportunity for additional leadership responsibilities.
- This position will also assume some responsibilities previously assigned to the Assistant Superintendent of Academic Operations, allowing for a more balanced and focused leadership structure.

Why This Approach is Necessary & Beneficial

This restructuring is intentionally designed to strengthen leadership while remaining mindful of budget constraints and organizational efficiency. By transitioning an existing administrator into a revised role—rather than adding an additional leadership position—we can achieve the following:

- **Strategic Use of Existing Talent:** Leveraging the skills and experience of our current leadership team allows us to enhance support for all students without increasing administrative costs.
- **Sustainable & Efficient Operations:** This model minimizes disruptions, ensures continuity in leadership, and realigns roles to improve efficiency.
- **Stronger Leadership & Expertise:** By refining responsibilities and focusing roles, we strengthen both special education and general education oversight, ensuring high-quality, coordinated support.
- **Support for the Assistant Superintendent of Academic Operations:** By redistributing key responsibilities, this structure ensures that the Assistant Superintendent can focus on leading academic operations without being overextended.

This proposal represents a thoughtful and strategic approach to strengthening our district's leadership while prioritizing the needs of all students. By realigning administrative roles, we will enhance support for both general and special education, improve operational efficiency, and ensure sustainable leadership for years to come.

I appreciate the School Committee's consideration of this recommendation and welcome any questions or discussion to ensure we move forward with a shared vision for student success.

Respectfully submitted,

Chris Campbell
Superintendent of Schools