



Name

Michael J. Volpe

Current School District and Location

Hillsborough Township Public Schools
379 South Branch Road
Hillsborough, NJ 08844

INTRODUCTION

Michael J. Volpe serves as the Superintendent of Schools for the Hillsborough Township Public Schools, bringing a wealth of experience and a deep-rooted commitment to the district. His journey within Hillsborough's educational landscape spans many years, beginning with his tenure as principal of Hillsborough Elementary School and continuing through his role as the district's Director of Human Resources. After leaving Hillsborough to serve as the Assistant Superintendent for the Princeton Public School, in Princeton NJ and then the Superintendent for the Moorestown Public School, in Moorestown, NJ, he returned to his professional and personal hometown of Hillsborough, where his four children graduated. Volpe possesses a strong foundation in educational leadership having been a teacher, coach, Supervisor, Vice Principal, Principal, Director, Assistant Superintendent, and Superintendent. He has also served in a variety of civic and community service initiatives in Hillsborough. Appointed as permanent superintendent in January 2023, after periods of interim leadership, Volpe is now at the helm, guiding the district through key initiatives, including budget planning, student safety enhancements, and improvements to daily operations. His long-standing connection to the Hillsborough community and his dedication to student success underscore his leadership, making him a familiar and trusted figure within the school district.

Education

Michael J. Volpe's formal education provides a strong foundation for his leadership as Superintendent of the Hillsborough Township Public Schools. He earned a bachelor's degree in English Education from the University of Delaware, followed by a master's degree in Educational Administration from Kean University. Demonstrating a commitment to ongoing professional development and a focus on creating inclusive learning environments, he has also completed a certificate program in Diversity and Inclusion from Cornell University.

Experience

Michael J. Volpe brings a wealth of administrative experience to his role as Superintendent of the Hillsborough Township Public Schools, a position he has held for the past three years. His career demonstrates a consistent focus on effective leadership and student well-being. Notably, he has served as the designated School Safety Specialist in Hillsborough, Princeton, and Moorestown school districts. This role, a requirement for administrators in New Jersey, evolved into a personal passion for Volpe, reflecting his commitment to creating secure learning environments. His administrative background includes positions such as Assistant Superintendent for Human Resources in Princeton and Director of Human Resources in Hillsborough, where he managed large-scale budgets, oversaw hiring processes, and implemented diversity initiatives. He also served as a principal in both Hillsborough and Florham Park, demonstrating expertise in curriculum development and school leadership. His prior experience

includes high school administration and teaching, further solidifying his comprehensive understanding of educational systems. Volpe has also shared his expertise through presentations at state and national conferences.

Outstanding Achievement(s)

Mr. Volpe's career is defined by a consistent record of leadership victories, characterized by fiscal responsibility and a commitment to student success. Most notably, his guidance in fiscal stewardship led S&P Global Ratings to upgrade the district's long-term financial rating to 'AA.' This achievement was rooted in five consecutive budget surpluses and "smart financial planning" that successfully navigated severe state aid cuts. This financial stability has served as the foundation for significant academic milestones, including a 100% Algebra I pass rate for economically disadvantaged students - a feat achieved by only 14 of over 1000 schools in New Jersey. Furthermore, his support for extracurricular innovation saw the Unified Robotics Team secure a First Place State Championship in its very first season.

Central to Mr. Volpe's vision is the holistic well-being and safety of the school community. His proactive approach to security led to the establishment of a dedicated team that reduced fighting-related suspensions by 87.5% at the high school level. These efforts culminated in national recognition, as he was named the 2025 NASS "Excellence in School Safety and Security" award winner. Beyond physical safety, Mr. Volpe has pioneered mental health initiatives, making Hillsborough the first district in New Jersey to provide unlimited, free, online therapy to its entire student body through Hazel Health.

These recent successes build upon a longstanding history of excellence and professional honors. Throughout his career, Mr. Volpe has been recognized as a "Coach of the Year," a recipient of the State of NJ "Best Practice" Award for Character Education, and a member of "Who's Who Among America's Teachers." These accolades reflect a career-long dedication to fostering an environment where both educators and students can thrive.

AN INTERVIEW

Tell us about how you see today's superintendent.

Today's superintendent must be far more than a just district manager. We must be visionary shepherds of the community. In my view, true "Power Leadership" is the art of balancing tireless advocacy with relentless execution. It is a blend of operational precision and deep, human-centered empathy. It means having the grit to make the tough calls while maintaining the heart to ensure every student feels seen and supported. We serve as the heartbeat of the district, driving progress even when the path forward is unclear.

This brand of leadership is sometimes forged in the darkest hours. Whether we are navigating the profound tragedy of student loss or tackling daunting fiscal constraints, a superintendent must stand as a pillar of strength. "Power Leadership" requires us to step out from behind administrative walls to actively heal and unify the community. It is about maintaining a "true north" strategic plan - a fierce commitment to a vision that doesn't just preserve resources, but aggressively expands opportunities for the future. We lead with the understanding that our students' potential is limitless, and our leadership must be equally bold to match it.

What new understandings did you acquire after two or three years on the job?

To truly embody leadership, one must recognize that student safety and academic achievement are not parallel tracks, but a singular, high-stakes synergy. Over the past few years, I have proven that by aggressively securing our halls - achieving a staggering 87.5% reduction in fighting-related suspensions.

As leaders, we do not just make sure behaviors are managed - we optimize our classrooms for peak performance. This total cultural shift was the direct catalyst for our academic achievements, evidenced by our economically disadvantaged students reaching a 100% Algebra I pass rate. This experience taught me that when a leader eliminates fear, they ignite limitless potential.

Beyond the classroom, I have discovered that a visionary leader must be capable of defying fiscal gravity. Even when faced with the crushing weight of \$18 million in state aid cuts, I refused to accept a narrative of scarcity or decline. We leveraged stewardship and relentless advocacy to flip the script, securing S&P credit rating upgrades to 'AA' and funding capital projects instead of just trying to stay afloat. I have learned that the role of the superintendent is to find the "third way" forward, even when the traditional path is blocked by significant financial hurdles.

Finally, my tenure has reinforced that the most impactful leaders do not just react to the future - they work with others to dictate the future's terms. This is why I am currently mobilizing architects and resources for Full-Day Kindergarten years ahead of state mandates. By refusing to wait for a requirement to act, we are building the infrastructure of tomorrow, today. This proactive stance ensures that the district is never caught off guard, transforming potential challenges into strategic advantages that keep our community at the forefront of educational excellence.

Share an idea to use or something you've learned with your colleagues.

As Superintendents, we must move beyond reactive management and embrace proactive, high-tech solutions that prioritize our greatest assets - our people and our students. One actionable strategy I champion is the transition from traditional exit interviews to "Stay Interviews." By engaging in these intentional, proactive conversations, we identify and address staff needs in real-time, boosting retention and ensuring the stability that is absolutely critical to student success. This approach transforms the leadership office from a place of troubleshooting into a hub of professional advocacy, ensuring our best educators feel valued long before they ever consider leaving.

In tandem with human connection, leveraging cutting-edge technology is important for community engagement. We broke new ground by launching "AlwaysOn," an AI-powered chatbot on our district website that transformed our communication infrastructure overnight. In its first few months alone, the platform successfully resolved over 350 community inquiries, providing instant, 24/7 transparency and freeing our staff to focus on high-level strategic goals.

Submitted by:



1/29/2026

Name/Signature

Date