

QUALIFICATIONS

- Licensed or eligible for licensure as a superintendent in Massachusetts.
- Minimum of master's degree; advanced degree preferred.
- Minimum of ten years in education, including five years of administrative and/or central office experience and five years teaching experience.

SELECTION PROCESS

The Waltham School Committee is seeking a candidate for the position of Superintendent of Schools. The Superintendent reports to a seven-member School Committee. These members are elected biannually to serve four-year terms. The city mayor serves as the chair of the school committee.

APPLICATION PROCESS

For further information please contact:

Kathleen Kelly **Waltham Public Schools**

Massachusetts Association of School Committees

One McKinley Square, Boston, MA 02109

Phone: (800)392-6023 Fax: (617)742-4125

Email: amartin@masc.org for application forms

Application online: www.masc.org

Completed applications and information must be received at this location or faxed on or before **DECEMBER 20** at 3:00 p.m. EDT.

The appointment will be made in **LATE FEBRUARY 2020** with anticipated starting date of **JULY 1, 2020** or as soon as possible.

For further information, contact Kathleen Kelly at MASC (see above). Please do not contact School Committee members or members of the administration.

COMMUNITY PROFILE

Centrally located between greater Boston and the MetroWest area, the City of Waltham is easily accessible to Boston, Cambridge and surrounding communities by car or mass transit.

Route 128, America's Technology Highway, traverses through the City's modern office and industrial parks and is home

to many national, international and Fortune 500 companies. There are over 2,000 firms employing over 60,000 workers daily. The City enjoys a favorable bond rating and is in excellent financial condition.



The City's greatest asset is its people and the residential neighborhoods where 62,000 reside. Waltham citizens are diverse both financially and ethnically. The City values educational excellence for all its students, those who desire to attend college, as well as those who seek occupational and vocational careers. As part of that commitment, completion of the City's school building project – new construction of eight schools – six elementary and two middle schools was completed in 2008.

The City is also known for its restaurants and revitalized downtown district. Waltham is not only proud of its museums, national historic sites and landmarks, Bentley University and Brandeis University, but also numerous cultural and recreational opportunities, including the 250-acre Prospect Hill Park and the Charles River.

All these factors make Waltham an excellent location for the professional and his/her family.

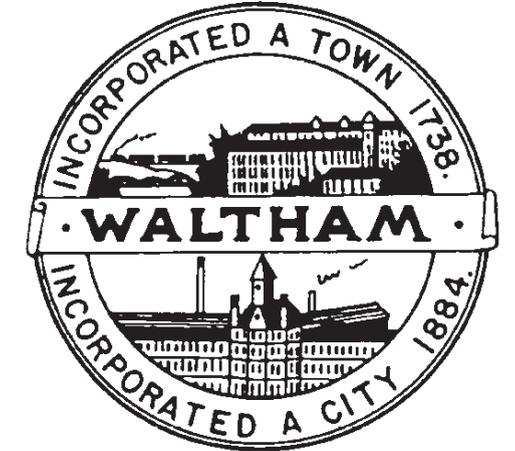
“The next superintendent would be expected to follow through on the master plan for the new high school building project. More information on the plan can be found at <https://sites.google.com/a/walthampublicschools.org/high-school-building-project/> “

An invitation to apply

SUPERINTENDENT OF SCHOOLS

Waltham Public Schools
Waltham, MA

Search
RE-OPENED



MISSION STATEMENT

The Waltham Public Schools (WPS) provides to all of Waltham's children a high quality, enriching, engaging and comprehensive educational experience that is the first choice of all families. The WPS supports the development of the 'whole child' including students' academic, social, and emotional development and prepares ALL students to be global, 21st century citizens who are college, career, and community ready. We achieve this by offering rigorous, diverse, and enriching programming in a supportive and caring environment led by highly effective educators and leaders who work to understand the customized needs of all students.

Visit our website at: www.walthampublicschools.org

The Waltham Public School District is an equal opportunity employer.

SCHOOL HIGHLIGHTS

- Eight newly constructed schools
- Favorable class sizes
- Fine arts and athletic extra-curricular activities without user fees
- Full time nurses in each school building
- The Partnership for Youth, a coalition of the Waltham Public Schools, community service organizations, Bentley University, Brandeis University, and business and industry, combine for increased academic and extracurricular opportunities
- K-12 drama program founded in 1969 has been cited for excellence by the New England Theatre Conference
- Award-winning musical programs
- Nationally recognized Honors and Advanced Placement programs
- Full-time curriculum directors in each instructional discipline
- Dual County League in varsity, junior varsity and freshman athletics
- Full day kindergarten for all students
- 10 Chapter 74 programs and 3 non-Chapter 74 programs
- Waltham Education & Beyond Foundation ensures that children remain competitive in the global marketplace
- Feasibility study for all schools
- Pre-AP Program in middle schools
- 1:1chromebooks in grades 6-12
- City of Waltham Educational Fund
- Currently in the schematic design phase of building a state-of-the-art high school with MSBA

SALARY AND CONTRACT

- Salary: Competitive; Length of Contract: three years
- Benefits: Flexible benefits package negotiable

THE SCHOOL DISTRICT

Student Enrollment 2018-2019 (K-12): 5,692

Demographic data as of October 1, 2018

Native American.....	0.1%
Black	9.7%
Asian	4.8%
Hispanic.....	38.6%
Caucasian.....	41.1%
Other.....	5.8%
Special Education	15.6%
Low Income	49.5%
First Language not English	50.6%

Administration and Staff

Assistant Superintendent	Curriculum Directors (10)
School Business Administrator	Teachers (679)
Human Resources Administrator	Paraprofessionals (156)
Administrator of Pupil Personnel	Secretaries (45)
Facilities Director	Food Service (57)
Food Service Director	Facilities & Maintenance (65)

School Buildings

7 Elementary Schools (K-5)
2 Middle Schools (6-8)
1 Comprehensive High School (9-12)
Pre-School

Budget 2019-20: \$91,550,620

Waltham School Committee

Mayor Jeannette A. McCarthy, Chair; John Frassica, Vice Chair; Elizabeth Aljammal; Margaret Donnelly; John Graceffa; Stephen Rando, Jr.; Edmund Tarallo

SELECTION CRITERIA

Candidates will be evaluated on their professional merits with emphasis on the following criteria developed by the school district:

- Demonstrates strong skills in the development and implementation of the budget.
- Demonstrates successful experience in sound management practices.
- Demonstrates knowledge in the development and implementation of curriculum.
- Demonstrates excellent communication skills.
- Demonstrates skill in working with diverse groups.
- Demonstrates success in improving and maintaining high academic performance.
- Demonstrates the ability to work cooperatively with the school committee.
- Demonstrates knowledge to develop both short and long term district goals.
- Understands and recognizes good teaching and knows how to encourage it.
- Demonstrates experience with MA DESE Educator Evaluation System.
- Demonstrates 21st century skills.

TIMELINE 2019-2020

December 20	Deadline for receiving applications/credentials
January 6-20, 2020	Semi-finalists interviews
February 5	Finalists recommended to the School Committee
Mid February	Finalist interviews/site visits
Late February	School Committee votes to appoint Superintendent
July 1, 2020	Start date