An invitation to apply
SUPERINTENDENT OF SCHOOLS
Ware Public Schools
Ware, MA

VISIT OUR WEBSITE AT: www.wareps.org

THE SCHOOL DISTRICT

Student enrollment 2021-22: 1,124 (preK-12)
Budget: FY22: $19,598,975

School Buildings
Stanley M. Koziol Elementary School (preK-3)
Ware Middle School (4-6)
Ware Junior/Senior High School (7-12)

Administration and staff
Administration and staff
Superintendent
Business Manager
Facilities Supervisor
Director of Special Education
Director of Technology
Supervisor of Nursing and Health Services
Supervisor of Athletics and Wellness
Curriculum Supervisor
School Principals (3)
Assistant Principals (3)
Teachers (96)
School Psychologist
Guidance and School Adjustment Counselors (5)
nurses (4)
Technology Staff and Assistants (2)
Paraprofessionals (41)
School Secretaries/Admin. Assts./Clerks (15)
Custodians/Maintenance (12)
School Lunch Employees (12)

SALARY AND CONTRACT

• $140,000 - $150,000, Commensurate with experience

SELECTION CRITERIA
The Ware School Committee seeks an approachable and responsive leader who:
• Is an approachable, visible leader in their district in their support for staff and students;
• Is a clear communicator with students, across schools, and in the larger community;
• Has experience as a classroom educator and leads through professional development;
• Has a demonstrated history in managing under fiscal constraints;
• Creates a community of support for students in the district;
• Listens to students;
• Embraces the opportunity to be part of the close-knit Ware community.

QUALIFICATIONS
• Licensed or eligible for license as a superintendent of schools in Massachusetts.
• Master’s degree required, advanced degree preferred.
• Preferred minimum of 10 years in education, including teaching and central office and/or administrative experience and 5 years teaching experience.

SCHOOL COMMITTEE MEMBERS
Chris Desjardins, Chair
Brian Winslow, Vice Chair
Aaron Sawabi
Julie Slattery
Michael Foran
**APPLICATION PROCESS**

Applications available at www.masc.org. Applications should be submitted to amartin@masc.org with the subject line Ware Superintendent Search.

For more information, contact Tracy Novick at (508-579-5472) or tnovick@masc.org

• Completed application information must be received on or before **November 29, 2022**.

• The appointment will be made **the week of January 16, 2023** with anticipated starting date of **July 1, 2023**.

**Please do not contact school committee members or members of the school administration.**

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**TIMELINE 2022-2023**

November 29  Applications due
December 5   Semifinalists selected
December 12-14, 16  Semifinalist interviews
December 21  Finalists announced
Weeks of January 3 and 9  Site visits
Week of January 16  Finalist interviews
Week of January 16  Selection of new Superintendent
July 1  Start date

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The Ware District is an equal opportunity employer.