



An invitation to apply SUPERINTENDENT OF SCHOOLS

Waltham Public Schools, Waltham, MA

OUR MISSION: The Waltham Public Schools provides a high quality, enriching, engaging, and comprehensive educational experience for every student. We develop global 21st century citizens who are college, career, and community ready through academic, social, and emotional learning opportunities. The Waltham Public Schools offers rigorous, diverse, and enriching programming in a supportive and culturally responsive environment fostered by highly qualified, dedicated educators who work to understand the individualized needs of all students and partner with families.

WEBSITE: <https://www.walthampublicschools.org>

THE SCHOOL DISTRICT

Student enrollment 2022-2023: 5,661 (K-12)

Demographic data as of October 1, 2022

Native American.....	0.1
Black.....	8.5
Asian.....	4.8
Hispanic.....	45.5
Caucasian.....	38.4
Other.....	2.9
Special Education.....	17.1
Low Income.....	48.9
First Language not English.....	59.2

Budget: FY24: \$105,709,717

School Buildings

- 5 Elementary Schools, including a Dual Language School, (K-5)
- 2 Elementary Schools (PreK-5)
- 2 Middle Schools (6-8)
- 1 Comprehensive High School (9-12)

Administration and staff

- Superintendent
- Administrators (54)
- Teachers (750)
- Paraprofessionals (160)

SCHOOL COMMITTEE MEMBERS

- Mayor Jeannette A. McCarthy, Chair
- John A. Frassica, II, Vice Chair
- Edmund Tarallo
- Jane Gately
- Elizabeth AlJammal
- Margaret Donnelly
- Debra Coleman

SALARY AND CONTRACT

- Starting salary to be negotiated based on experience with a three-year contract and competitive fringe benefits.

SELECTION CRITERIA

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

- Demonstrates exemplary leadership and communication skills.
- Demonstrates successful experience in sound management practices, including working with diverse groups.
- Demonstrates strong skills in the development and implementation of the budget.
- Demonstrates knowledge in the development and implementation of curriculum, instruction, and assessment.
- Demonstrates success in improving and maintaining high academic performance and growth.
- Demonstrates experience and ability to develop and work toward both short and long term district goals.
- Demonstrates the ability to work cooperatively with the district leadership team and the school committee.
- Demonstrates experience with MA DESE Educator Evaluation System.

In addition, experience in these areas preferred:

- Experience leading in diverse, urban districts
- Experience with Career and Technical Education programs
- Experience with effective Dual Language Education Programs

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.

DISTRICTS HIGHLIGHTS

- Favorable class sizes
- New state of the art Waltham High School scheduled to open in August 2024
- Full-time curriculum directors in each instructional discipline
- Full-time nurses in each school building
- 10 Chapter 74 programs and 3 non-Chapter 74 programs (will increase to 14 Chapter 74 programs in '24-'25)
- PBL (Project Based Learning) in alignment with our district's education plan for our new high school
- Full day kindergarten for all students
- Special Education Intergrated Pre-K program (permanent location to be determined)
- Dual Language School
 - K-5 Spanish / English Dual Language School
 - 6-8 Dual Language Strand
- 1:1 chromebooks for students in grades 1-12
- Foreign language courses offered to students starting in grade 6
- Specialized programming for students with moderate to severe learning disabilities
- Project Lead the Way available in grades 7-12 in addition to traditional extensive AP offerings
- Comprehensive Honors and Advanced Placement programs. WPS has been named to the Advanced Placement Honor Roll for Expanding Opportunity and Improving Performance for AP Students
- Pre-AP Program available in middle schools
- Award-winning K-12 music & drama programs
- Fine arts and athletic extra-curricular activities without user fees
- Dual County League in varsity, junior varsity and freshman athletics
- Designated Early College Program
- Teacher Leadership Fellowship with Brandeis University
- 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
- Waltham Education & Beyond Foundation and Waltham Education Fund ensure that children remain competitive in the global marketplace
- Eight recently renovated schools (six elementaries and two middles)

TIMELINE 2023-2024

October 27	Deadline for submitting applications
November 13-19	Semi-finalists selected/interviews
November 19	Finalists announced
November 28-30	Finalist interviews
December 4-5	School Committee site visits
On/about December 6	Appointment
On or before July 1, 2024	Start date

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

Applications available at www.masc.org.

Applications should be submitted to amartin@masc.org with the subject line Waltham Superintendent Search.

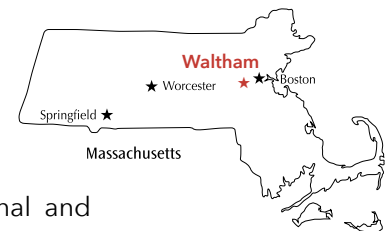
For more information, contact Glenn Koocher at (617-733-0497) or gkoocher@masc.org

- Completed application information must be received on or before **October 27, 2023**.
- The appointment will be made **on/before December 6, 2023** with anticipated start date of **July 1, 2024**.

Please do not contact school committee members or members of the school 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, the City has constructed eight new schools, six elementary and two middle schools, and will open the new comprehensive Waltham High School in August 2024.

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.