

An invitation to apply
SUPERINTENDENT OF SCHOOLS

Norwood Public Schools
Norwood, MA



www.norwood.k12.ma.us

Mission of the Norwood Public School District:

The Norwood Public Schools is committed to providing each student with a comprehensive and innovative education in an inclusive, safe and supportive environment.

The Position

The Norwood Public School Committee is seeking an exceptional educational leader to serve as its Superintendent of Schools. The successful candidate must have an approachable collaborative leadership style and must possess the qualities and skills to: maintain and improve high quality programs, ensure the ongoing academic achievement of our students and work cooperatively with staff, students, parents, the school committee, town officials and the community.

THE SCHOOL DISTRICT

Student enrollment 2023-24: 3,551

Budget: FY24: \$54,824,886

Administration and staff

Administration and Staff

Superintendent

Assistant Superintendent for Academics

Assistant Superintendent for Operations and Strategy

Director of Technology

Director of Finance and Operations

Director of Student Services

Director of English Language Education

Fine Arts Director

Director of Athletics

High School Principal

High School Associate Principal

High School Vice Principal (2)

Middle School Principal

Middle School Vice Principal (2)

Department Chairs 6-12 (8)

Elementary School Principal (6)

Curriculum Coordinators (3)

Teachers (334.8 FTE)

Paraprofessionals (129.92 FTE)

Nurses (12.58 FTE)

Support Staff (98.4 FTE)

School Buildings

- Norwood High School.....(9-12)
- Dr. Philip O. Coakley Middle School(6-8)
- C.J. Prescott Elementary(1-5)
- C.M. Callahan Elementary.....(1-5)
- F.A. Cleveland Elementary.....(1-5)
- John P. Oldham Elementary(1-5)
- Thomas Balch Elementary.....(1-5)
- George F. Willett Early Childhood Center(K)
- Little Mustangs Preschool Academy.....(Pre-K)

SALARY AND CONTRACT

The Norwood Public School Committee will offer a multi-year contract with salary and benefits which are competitive and commensurate with experience.

QUALIFICATIONS

The Norwood School Committee seeks a dynamic, energetic individual to assume the leadership of the district. The following qualifications are required:

- Licensed or eligible for licensure as a Superintendent of Schools in Massachusetts.
- Master's degree required; advanced degree preferred.
- Minimum of 12 years in education including administration or central office experience and teaching experience.



SELECTION CRITERIA

The successful candidate will:

- An excellent communicator with proven skills in creating strong connections between the schools and community in order to promote understanding and support for the school district;
- A person of dynamic vision willing to implement innovative programs in the schools;
- Committed to improving and maintaining high academic performance for all children and committed to evaluating the ultimate impact of all decisions based on the education of children;
- A skilled and prudent fiscal manager who is adept at securing financial resources for the school district;
- A leader with demonstrated experience in instructional and administrative technology;
- Knowledgeable and experienced in Special Education;
- Knowledgeable and experienced in working with high needs populations;
- Knowledgeable and experienced working in a diverse, multi-cultural and dynamic community;
- Experienced in curriculum development, professional development and program management;
- Successful in the recruitment, evaluation and retention of high quality staff;
- An authentic individual who has credibility, integrity and intelligence and is able to build trust with all members of the school community;

SCHOOL COMMITTEE MEMBERS

Anne Marie Mazzola, Chair
Dr. Joan Giblin, Vice-Chair
David M. Hiltz, Jr.
Kate Sibbing - Dunn
Teresa M. Stewart

TIMELINE 2023-2024

December 4, 2023

Superintendent Search
Committee Orientation

December 8

Applications due

December 12-13

Semifinalists selected

January 8, 11, 16, 17, 2024

Semifinalist Interviews
conducted

January 24

Finalists Selected

Week of January 29

School Committee site visits

Week of February 5

Finalists site visits/Interviews

On or about Mid-February

Vote to Appoint Superintendent

July 2024

Start Date



The Norwood School District is an equal opportunity employer.

APPLICATION PROCESS

Applications available at www.masc.org.

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

For more information, contact Jim Hardy at (508-930-4524) or jhardy@masc.org

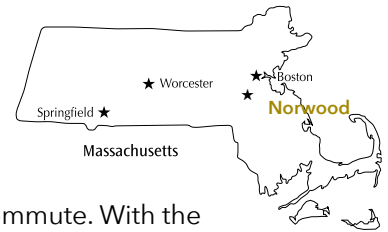
- Completed application information must be received on or before **3:00pm December 8, 2023**.
- The appointment will be made **on/before February, 2024** with anticipated starting date of **July 2024**.

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

COMMUNITY PROFILE

The community of Norwood is a residential suburb of about 29,000, located fourteen miles west of Boston, near major highways and rail lines. It is located within an hour's drive of Cape Cod and the north and south shore beaches, and less than two hours to the recreational mountains of New Hampshire, Vermont and western Massachusetts.

Boston's renowned cultural, educational and medical resources are within a half-hour commute. With the commercial/industrial areas located near the major highways, Norwood's downtown appears as a quaint New England village "center" with its central park surrounded by a variety of stores, boutiques, churches, a renovated, historic theatre and a distinctive, statuesque town hall. Norwood has outstanding police, fire, recreation, public works and other municipal services. It is a well-governed, well-managed town that prides itself on being a vital community, and an exceptional environment in which to raise children.



The Norwood Public Schools have a fine reputation for providing quality educational programs for students at all levels. The town passed its first operational override in a resounding support of the schools to prevent drastic cuts and bolster curriculum and services. The district is in the midst of several strategic improvement efforts: New Middle School Building in progress set to open for the 2025/26 school year with grade 5 moving up and out of elementary buildings, Kicking off Elementary School Study this year to assess space and programming with middle school shift, completed equity audit 2022, recently aligned curriculum efforts across the district...among other things. The comprehensive fine arts program and renowned music program, as well as the student activities and athletic programs are very extensive and enjoy heavy student participation. Norwood also belongs to The Educational Collaborative (TEC), a premier 15-town, multi-function education collaborative and is a member town in the Blue Hills Regional Vocational Technical School district.

Norwood is also the home of a fully staffed recreational center; a variety of athletic facilities; an active Senior Center; indoor and outdoor community concerts; a very popular performing arts center; a full range of restaurants and hotels; a fine public library; and numerous fraternal, social and civic organizations.

Like many Boston area towns, Norwood is steeped in rich historical traditions. Settled in 1678 and for years part of Dedham, Norwood separated as its own town in 1872. From its earliest days as a farming community, through its 19th century development as a mixed agricultural-industrial community, to its present day status as an exceptionally attractive residential community with a vibrant and diversified high-tech/commercial sector.

