

THE SCHOOL DISTRICT

Vision of the Graduate

The Beverly High School graduate is a problem solver who thinks critically and communicates effectively. The graduate exhibits responsibility and empathy in attitude and behavior. The graduate understands the importance of inclusivity and community engagement.

Student enrollment for (2024-2025) – 4,503 (PK-12)

Budget: FY25: \$78,267,064

Administration and Staff

Superintendent

Assistant Superintendent

Executive Director of Operations

Business Manager

Facilities Supervisors (2)

Director of Special Education

Special Education Coordinators (3)

Director of Opportunity, Access, and Equity

Director of Technology

Director of Nursing and Health

Director of Athletics

Curriculum Supervisors (4)

Principals (7)

Assistant Principals (7)

Directors, Other (5)

Teachers (378.1)

School Psychologists (7)

Guidance and School Adjustment Counselors (34.8)

Instructional Coaches (10)

Special Education Service Providers (33.4)

Special Education Team Chairs (5.6)

Nurses (13.4)

Library Media Specialists (2)

Technology Staff and Assistants (5.6)

Paraprofessionals (156.2)

School Secretaries/Admin. Assts./Clerks (33)

Custodians/Maintenance (28)

School Lunch Employees (29.85)

Bus Drivers/Monitors/Traffic Supervisors/

Other Transportation Staff (36.44)

Lunch/Campus Monitors/Building-Based
Substitutes (15.5)

School Buildings

Pre-school/ Administrative Office

Elementary Schools (K-4)

Middle School (5-8)

High School

An invitation to apply SUPERINTENDENT OF SCHOOLS

Beverly School District
Beverly, MA

VISIT OUR WEBSITE AT:
<https://www.beverlyschools.org>



THE POSITION

Qualifications

- **Licensed or eligible for licensure as a Superintendent of Schools in Massachusetts.**
 - Demonstrated understanding of Massachusetts General Law and Massachusetts (MGL) Department of Elementary and Secondary Education (DESE) policies and procedures;
 - Ability to articulate a clear vision of the role and importance of the education system in preparing students to productively live in a global society;
 - A record of responsible financial and school facility management.
- **Master's degree required, advanced degree (doctorate) preferred in Administration, Education, or related field.**
- **Minimum of 10 years in education, including teaching, central office and/or administrative experience.**
 - Successful administrative leadership experience and demonstrated leadership skills, preferably in an education setting;
 - Excellent communication skills;
 - Proven ability to work collaboratively and build partnerships within the schools, the community, and city government;
 - Proficiency in curriculum assessment, contract negotiations and school-based technology.

Salary and Contract

- **Salary:** To be negotiated: the District is offering a competitive compensation and benefits package for this leadership position, commensurate with experience and qualifications.
- **Length of contract:** To be negotiated. Historically, the District has entered into contracts of three (3) to five (5) years for this position.
- **Fringe benefits:** Vacation, professional memberships; travel reimbursement; please click here.

School Committee Members

Rachael O. Abell, School Committee President
Dr. Kenann F. McKenzie-DeFranza
Kimberley J. Coelho
Dr. Jeffrey C. Silva

Kaarin L. Robinson, Secretary
Lorinda Visnick, Vice President
Mayor Michael P. Cahill

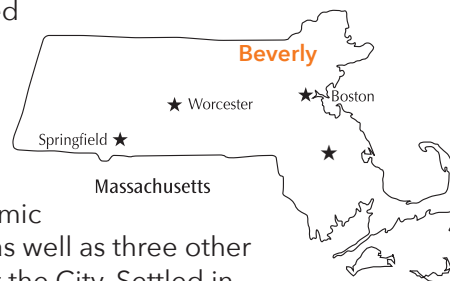
Note: Beverly has a Home Rule Charter, which was recently amended. In FY26, it will increase the School Committee by two (2) members to include "At Large" seats (other members are currently elected by Ward). Members serve two-year terms. Beginning with the November 2025 municipal election, the Mayor's term will change from its current two (2) years to four (4) years.

TIMELINE 2025

March 15	Deadline for applications
Third week of March	Semifinalists selected and interviewed
Last week of March	Finalists announced
April 14-17	Finalist site visits and interviews
April 17	Superintendent appointed
July 1	Start date (first week in June, if possible)

COMMUNITY PROFILE

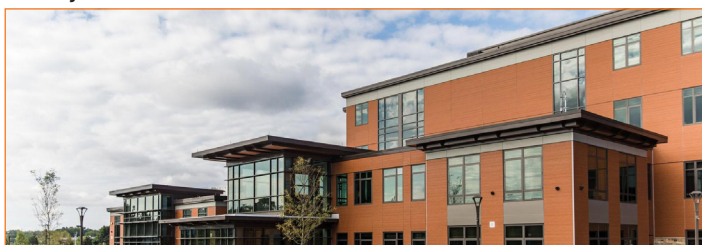
Beverly is an historic seaside community of approximately 42,000 people located 25 miles north of Boston. With more than 12 miles of coastline, more than 1,700 acres of open space, a vibrant downtown within walking distance to the ocean, and a number of historic and cultural resources throughout the City, including the Cabot Theater and the North Shore Music Theater, this small City has a town-like charm. It's easy to get to Boston and throughout the region, with four commuter rail stations and direct access to Route 128. Beverly is also the economic hub of the North Shore, with hundreds of businesses in the Cummings Center, as well as three other commercial/industrial centers hosting more than 23,000 employees throughout the City. Settled in 1626, the city has experienced substantial shifts over the years, transitioning from a major manufacturing center to a more diversified economic base of industries, particularly in education, medical, life sciences, and technology.



Beverly's wonderful public school system benefits from several new or newly restored school buildings and are the talk of the area. The vast majority of Beverly High School graduates attend four-year, private colleges. The district was an AP Honor Roll School for 2023-2024 and has an 84% participation rate in extracurriculars (athletics, performing arts and clubs/activities) with athletics being the largest category at 70%. For more details about the broad and rich high school offerings, [click here](#).

The city boasts Endicott College and Montserrat College of Art, as well as a number of other educational institutions. Comprised of many distinctive neighborhoods, including Ryal Side, North Beverly, Centerville, Cove, Montserrat, Beverly Farms, and Prides Crossing, the City offers a wide range of housing options such as former worker cottages, mid-century single family homes, modern suburban single family homes, and moderate density apartments and condominiums in and around downtown.

Beverly Middle School



Beverly High School



APPLICATION PROCESS

Applications available at www.masc.org.

Completed applications and information must be received by March 15, 2025, 3:00 p.m. EDT. The appointment will be made on April 17, 2025.

Applications should be submitted to amartin@masc.org with the subject Beverly School District Superintendent Search

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

Please direct all questions to Alicia Mallon, MASC Field Director, amallon@masc.org or call (978) 792-1117.

The Beverly School District does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, gender identity, transgender status, gender transitioning, age, national origin (ancestry), disability, pregnancy/caregiver status, marital status, sexual orientation, homelessness, or military status, in any of its programs, activities or operations.