

**Superintendent of Schools**  
**Cambridge Public Schools, Massachusetts**  
**Anticipated Start Date:** On or Before July 1, 2026

**Cambridge Public Schools Community:**

The Cambridge Public Schools is a vibrant, diverse urban school district. With a staff of over 1,700 teachers, professionals, administrators, and support staff serving approximately 7,000 students in grades Pre-K-12 in 17 schools, Cambridge Public Schools is a well-resourced, and strongly positioned urban public school district from financial, educational, community, and civic perspectives.

Located in Cambridge, Massachusetts, neighboring Boston, Cambridge is a unique urban community with a strong mix of cultural and social diversity, intellectual vitality, and technological innovation. Across both students and staff, more than 109 countries and 89 different languages are represented within the Cambridge Public Schools; about 30% of CPS students speak a first language other than English.

The district has ten PreK-5 elementary schools, one PreK-8 school, four Gr. 6-8 upper schools, and the comprehensive Cambridge Rindge and Latin High School that includes a High School Extension Program and the Rindge School of Technical Arts. In partnership with the City of Cambridge and local childcare providers, CPS also offers a universal free, mixed-delivery preschool program.

The City of Cambridge is home to unparalleled institutions such as Harvard University, Massachusetts Institute of Technology, and Lesley University. With over 118,000 people located in 6.2 square miles, Cambridge preserves the neighborhood intimacy of a small city while serving as one of the most cosmopolitan intersections of individuals and ideas in the world.

The school district is overseen by the Cambridge School Committee, a seven-member board with six members elected at large, and the seventh member, the Mayor, who is elected by and among City Council members and serves ex officio as Chair of the School Committee.

**CPS At a Glance: What Sets CPS Apart?**

Dedicated to the twin ideals of academic excellence and social justice for all students, CPS students benefit from highly skilled teachers, class sizes that are smaller than state average, and a wealth of programs and resources supported by a projected annual FY 2026 budget of \$280 million. Highlights of our our diverse district include:

- **7,000+ students**
- **2,043 employees**
- **\$280 million** operating budget (FY26 proposed)
- **109 countries** represented and **89 languages** spoken by students and staff
- **92.6% four-year graduation rate** as of school year 2023-24, higher than the state average
- **42 athletic teams**
- **32 Visual & Performing Arts Before/After School Programs**

- **10+ equity-based district initiatives**
- **#4 Most Diverse School Districts** in MA (according to Niche)
- **3 dual language immersion programs** (Mandarin, Portuguese Spanish)
- **2 Net Zero buildings**

### **CPS Schools:**

#### *Ten Elementary Schools (PreK-5)*

- Baldwin School
- Cambridgeport School
- Dr. Martin Luther King, Jr. School
- Fletcher-Maynard Academy
- Graham & Parks School
- Haggerty School
- King Open School
- Morse School
- Peabody School
- Tobin Montessori School

#### *One PreK-8 School [Dual Language Immersion - English and Spanish]*

- Amigos School

#### *Four Upper Schools (Gr. 6-8)*

- Cambridge Street Upper School
- Darby Vassall Upper School
- Putnam Avenue Upper School
- Rindge Avenue Upper School

#### *One Comprehensive High School (Gr. 9-12)*

- The Cambridge Rindge & Latin School is a comprehensive high school offering college preparation, career and technical education (**Rindge School of Technical Arts**), and alternative education (**High School Extension Program**) pathways.

### **Cambridge School Committee:**

Mayor E. Denise Simmons (Chair)

Caroline Hunter (Vice Chair)

Richard Harding, Jr.

Elizabeth Hudson

José Luis Rojas Villarreal

David Weinstein

Rachel B. Weinstein

## **About the Role**

The Superintendent of Schools serves as the Chief Executive Officer of the Cambridge Public Schools (CPS) and is the advisor and executive officer of the School Committee. Under the School Committee's direction, the Superintendent is responsible for the care, supervision, and management of all district operations, in alignment with CPS' mission to provide rigorous, joyful, and culturally responsive learning experiences that prepare every student for success in college, career, and life.

This critical leadership role requires vision, integrity, and a steadfast commitment to educational equity. The Superintendent oversees all aspects of instructional leadership, strategic planning, operational and financial management, community engagement, and staff development, ensuring that CPS continues to serve as a national model for public urban education.

## **Key Responsibilities**

### **Educational and Instructional Leadership**

- Champion academic excellence, student achievement, and equitable outcomes across all schools.
- Ensure the district's instructional programs are coherent, inclusive, and data-informed.
- Lead initiatives to close opportunity and achievement gaps through culturally responsive and anti-racist practices.

### **Strategic Vision and Planning**

- Collaborate with the School Committee and community stakeholders to set and execute strategic goals.
- Guide long-term planning that reflects Cambridge's commitment to innovation, inclusion, and high expectations for all learners.

### **Personnel and Talent Development**

- Recruit, develop, evaluate, and retain a diverse and highly effective workforce.
- Foster a collaborative and empowering environment for educators, leaders, and staff.
- Prioritize diversity, equity, and inclusion in all hiring and retention practices.

### **Financial Management and Operations**

- Oversee a complex, multi-million-dollar district budget with transparency and accountability.
- Ensure efficient operations, equitable resource allocation, and facilities that support learning and well-being.
- Advocate for and secure necessary funding to meet the evolving needs of the district.

### **Community Engagement and Communication**

- Serve as the primary ambassador of CPS, building trust and authentic partnerships with families, staff, city leadership, and community organizations.
- Communicate effectively across multiple platforms and languages to ensure transparency and shared ownership of district goals.

## **The Ideal Candidate**

The Cambridge School Committee seeks a forward-thinking, equity-driven leader who exemplifies the following:

- A visionary educator committed to eliminating opportunity and achievement gaps.

- Articulates a bold and compelling vision for public education in the 21st century.
- Has a documented history of eliminating opportunity and achievement gaps.
- A curriculum and instructional leader who raises academic standards while supporting the whole child.
- An inclusive leader who ensures that all learners—including those with social, emotional, physical, intellectual, and medical disabilities—are served with excellence.
- A skilled communicator who builds strong bridges between schools and community stakeholders.
- A strategic planner with a proven track record of implementing long-term goals in collaboration with diverse constituencies.
- A fiscal steward with demonstrated success in budgeting and securing educational resources.
- A practitioner of anti-racist, anti-bias leadership who fosters welcoming, affirming school environments.

### **Qualifications**

- Advanced Degree required
- Massachusetts Superintendent/Assistant Superintendent license or eligibility required.
- Successful administrative leadership experience and demonstrated leadership skills, preferably in an education setting
- Deep knowledge of Massachusetts General Laws and DESE policies and procedures.
- Proven ability to lead in a complex, urban, and racially diverse public school system.

To be considered for the position, candidates must submit the following materials:

- A cover letter outlining personal qualifications, educational philosophy, relevant experience, and the reasons for interest in the role.
- A current and comprehensive résumé.
- Three recent letters of recommendation that speak to the candidate's professional capabilities and character.

The application deadline for this position is June 6, 2025 at 11:59 p.m.

### **Compensation and Terms**

Cambridge Public Schools offers a regionally competitive salary and benefits package, commensurate with experience and qualifications. A multi-year contract will be negotiated with the selected candidate.

*At the Cambridge Public Schools, we are committed to cultivating an environment where diverse perspectives and backgrounds are embraced, acknowledging that a team reflecting diversity of race, color, ancestry, national origin, religion, age, gender, marital/domestic partner status, sexual orientation, gender identity, disability status, and veteran status allows us to serve our communities better. To that end, we welcome and encourage applicants to bring their authentic selves when considering employment opportunities within our school district.*