



THE SCHOOL DISTRICT

Student enrollment 2025-26: 4,795

Budget: FY26: \$135,340,780

OUR SCHOOLS

- Donahue Elementary, Grades PreK-5
- E.N. White Elementary, Grades PreK-5
- Kelly Elementary, Grades PreK-5
- Lawrence Elementary, Grades PreK-5
- McMahon Elementary, Grades PreK-5
- Morgan Elementary, Grades PreK-5
- Peck Middle School, Grades 6-8
- Sullivan Middle School, Grades 6-8
- Holyoke High School North Campus, Grades 9-12
- HHS Dean Technical Campus, Grades 9-12
- HHS Opportunity Academy, Grades 9-12
- Transitions Academy, Adult Learners

OUR TEAM

- Superintendent
- Assistant Superintendent
- Executive Director of Academics
- Chief of Pupil Services
- Chief of Human Resources
- Chief of Strategy
- Executive Director of Finance
- Executive Director of Data & Technology
- Executive Director of School Leadership
- Executive Director of Student and Family Experience
- Principals (11)
- Directors (18)
- Assistant Principals (15)
- Deans (20)
- Teachers (580)
- Paraeducators (268)
- Other Full-time Staff (215)
- Licensed educators (306)
- Para-educators (124)
- Clerical
- Custodians
- Food service personnel

An invitation to apply **SUPERINTENDENT OF SCHOOLS**

Holyoke Public Schools
Holyoke, MA

VISIT OUR WEBSITE AT: www.hps.holyoke.ma.us

THE POSITION

ABOUT US

Holyoke Public Schools is a PreK-12 public school district serving nearly 4,800 students, of whom 80 percent are Latino/Latina, in 12 schools. We employ nearly 1,300 people who together educate and support a richly diverse community of learners. We are committed to recruiting and retaining top-quality educators who believe all children can and will learn and who strive daily to make school a joyful place of discovery, support, and belonging.

Holyoke Public Schools' strategic plan, "Moving Forward Together," builds on the strengths of the district's past while serving as a call to action to accelerate student learning by thinking differently about how we teach, how we work together, and how we support students' well being.

Our Equity Commitments are pledges we are making to address systemic equity challenges.

- We intentionally build a community that is anti-racist, inclusive, and culturally responsive.
- We ensure that students, families, and staff get the support they need to be successful.
- We seek out and incorporate the voices of those impacted, with a commitment to include those who have been excluded in the past.
- We promote access and inclusion for all students, staff, and families.
- We respect, embrace, and honor the diversity of our students, families, staff, and community.
- We reflect on our own behavior to minimize harm to others.
- We create a culture of acceptance and empathy so that everyone feels valued and is able to contribute to our community's success.



HOLYOKE PUBLIC SCHOOLS



WHAT WE STAND FOR

Vision

Holyoke Public Schools is a high-performing school system where students reach their full potential, educators inspire, families are partners, and the community thrives.

Core Beliefs

- Students are at the center of everything we do.
- Every child can and will learn.
- School is a joyful place of discovery, support, and belonging.
- Students and staff hold high expectations for themselves and each other.
- Trusting relationships lead to successful partnerships.
- Our equity commitments are enacted in our daily work.

Equity Commitments

- We intentionally build a community that is anti-racist, inclusive, and culturally responsive.
- We ensure that students, families, and staff get the support they need to be successful.
- We seek out and incorporate the voices of those impacted, with a commitment to include those who have been excluded in the past.
- We promote access and inclusion for all students, staff, and families.
- We respect, embrace, and honor the diversity of our students, families, staff, and community.
- We reflect on our own behavior to minimize harm to others.
- We create a culture of acceptance and empathy so that everyone feels valued and is able to contribute to our community's success.

QUALIFICATIONS

- Certified and licensed as a Superintendent in Massachusetts. (Out-of-state candidates should be "certification eligible.")
- Minimum of 10 years as a professional educator in public schools.
- Minimum of 5 years of teaching experience preferred.
- Masters degree required; Ed.D. or Ph.D. preferred.
- Experience in urban settings and with diverse student and family populations.
- Second language proficiency preferred.
- Familiarity with Massachusetts education law and regulations.

COMPENSATION

- Salary range is \$190,000-230,000.
- Fringe benefits as provided to district employees.

SELECTION CRITERIA

The Holyoke School Committee seeks:

- An experienced, empathetic and successful leader who possesses superior communications skills in a variety of circumstances.
- A culturally proficient school leader with experience working with diverse populations.
- Successful career as a teacher, administrator, and school or district leader.
- Experience in achieving sustained improvement in student, school and district performance.
- Experience working with special education, curriculum development and alignment.
- Understanding of Vocational and Technical Education.
- Success in building and working with teams at various levels.
- A leader who has implemented strategies to achieve equity in establishing educational services and resources.
- A person experienced in gathering and using data to make informed decisions.
- Success in developing budgets and financial plans and implementing fiscal policies.
- Experience collaborating with municipal and community agencies that support public education, children and families.
- Understanding of the principles and strategies for effective teaching and successful improvements through a school or school district.
- Commitment to working with a school district for an extended period of time.

SEARCH CALENDAR 2025-2026

December 23	Applications due
Weeks of January 5-16	Semifinalists interviews/Finalists selected
January 19-27	Site visits/Finalists interviews
Week of February 9	School Committee appoints Superintendent-Designate
July 1, 2026	Start date

APPLICATION REQUIREMENTS AND SEARCH PROCESS

Applications available at www.masc.org.

Applications should be submitted to amartin@masc.org with the subject line Holyoke Public School 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 December 23, 2025**.
- The appointment will be made the week of February 9, 2026 with anticipated starting date of July 1, 2026 or as soon as possible

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

SCHOOL COMMITTEE MEMBERS

Mayor Joshua A. Garcia
Chair

Dr. Yadilette Rivera Colón
Vice Chair / Ward 3 Representative

Mildred Lefebvre
At Large Representative

Devin Sheehan
At Large Representative

Gladys Lebron Martinez
Ward 1 Representative

Rosalee Tensley Williams
Ward 2 Representative

Orlando Isaza
Ward 4 Representative

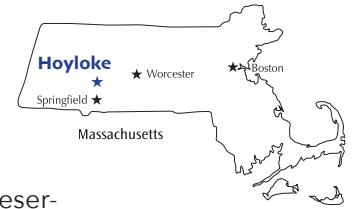
John G. Whelihan
Ward 5 Representative

William R. Collamore
Ward 6 Representative

Ellie Wilson
Ward 7 Representative

ABOUT THE HOLYOKE COMMUNITY

The City of Holyoke, with a population of about 38,000 residents, is in Hampden County within the Pioneer Valley region of western Massachusetts. The city is located between the Mount Tom Range to the west and the Connecticut River to the east.



Holyoke offers a rich cultural history, a dynamic business sector, and a wide variety of recreational, social, and educational opportunities. The best way to learn about our proud city is to experience it. You can hike, bird watch, ice skate, and more at Mount Tom State Reservation. If rowing or paddling is more your speed, you will delight in the beautiful waters of the Connecticut River. There's lots of shopping to do at Holyoke Mall at Ingleside, which each year draws 20 million visitors. You can also view dinosaur footprints at the Connecticut River Valley Trackways, enjoy Holyoke's annual St. Patrick's Day Parade, and enjoy a ride on the historic merry-go-round at Holyoke Heritage State Park.

Holyoke developed in the 19th Century as the nation's first planned industrial community, at one time boasting the greatest paper production in the world. Many artifacts of the city's pioneering engineering machinery are still on display and in use today, making Holyoke a unique living museum ahead of the curve in the 21st century. To learn more, check out the city's website page devoted to Holyoke's fascinating history. The city offers an attractive blend of both urban living and natural serenity, including numerous mill sites, as well as a collection of parks, historic sites and recreation destinations. What else would you expect from the Birthplace of Volleyball?

Education thrives in the Pioneer Valley. Holyoke is at the center of New England's Knowledge Corridor, which extends from the Vermont border to just below Hartford. There are 15 colleges and universities within 25 miles of Holyoke that provide a wide range of educational opportunities for HPS employees and students. They also help provide skilled graduates to meet the hiring needs of local employers, as does Holyoke High School's Dean Campus, which partners with area businesses to train and supply skilled workers through customized technical training programs. Dean's training programs include Advanced Manufacturing, Auto Collision, Carpentry, Cosmetology, Culinary Arts, Diesel Technology, Electrical, Health Assisting, and Programming and Web Development.

Local organizations work together through the Cooperating Colleges of Greater Springfield, an educational consortium of the eight public and private colleges in the Greater Springfield area. The organization was founded in 1971 to foster sharing of programs, talents, facilities, and educational resources while retaining the initiative and vitality of independent institutions.

The Holyoke Public Schools 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.