An invitation to apply

SUPERINTENDENT OF SCHOOLS

Ware Public Schools

Ware, MA

www.wareps.org

THE SCHOOL DISTRICT

Student enrollment 2026-2027: 1,007 (PreK-12)

Budget: FY27: $18,670,000

School Buildings

Stanley M. Koziol Elementary School (PreK-3)
Ware Middle School (4-6)
Ware Junior/Senior High School (7-12)

Administration and Staff

Superintendent
Business Manager
Facilities Supervisor
Director of Student Services
Director of Technology
Supervisor of Nursing and Health Services
Supervisor of Athletics and Wellness
Director of Curriculum & Accountability
School Principals (3)
Assistant Principals (3)
Teachers (90)
School Psychologist
Guidance and School Adjustment Counselors (5)
Nurses (4)
Technology Staff and Assistants (2)
Paraprofessionals (43)
School Secretaries/Admin. Assts./Clerks (15)
Custodians/Maintenance (12)
School Lunch Employees (13)

SCHOOL COMMITTEE MEMBERS

Brian Winslow, Chair
Michael DuBois, Vice Chair
Julie Slattery
Mel Whitham
Kevin Slattery



SALARY AND CONTRACT

- $145,000 - $175,000, commensurate with experience;
- Competitive compensation package

QUALIFICATIONS

- Licensed as superintendent of schools in MA, required;
- Master's Degree, required; Advanced Degree, preferred
- Minimum 5 years teaching experience in addition to 5 years administrative experience
- Experience as a superintendent, preferred

SELECTION CRITERIA

The Ware School Committee seeks an approachable and responsive leader who:

- Demonstrates considerable understanding of the budget process and is strategic about how to maximize resources;
- Demonstrates familiarity and advocacy for the special education process and compliance with the implementation of services;
- Has experience working with DESE to facilitate accreditation, special education reviews or any other state-level interactions, such as MSBA;
- Demonstrates the ability to be a visible leader that supports staff, families, students and community;
- Has experience handling personnel matters in a respectful, fair and confidential manner;
- Consistently engages in effective, respectful and open communication within the schools and the community at large;
- Fosters collaborative relationships with other district leaders;
- Experience developing strong partnerships with educators, families, community and government bodies

TIMELINE





January 4 .....Applications due
January 26 .....Semifinalist interviews completed
January 27 .....Finalists announced
Week of February 1.....Finalists visit district
February 10 .....Finalist interviews
February 10 .....Selection of new Superintendent
February 24 .....Contract approved
July 1.....Start date

APPLICATION PROCESS

Applications available at www.masc.org, www.massupt.org, www.indeed.com, www.schoolspring.com

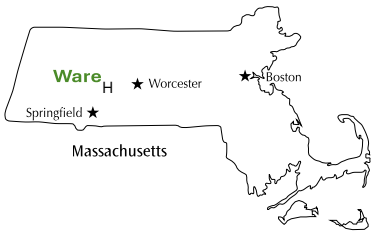
If applying via www.masc.org or www.massupt.org, applications should be submitted to krasys@ware.k12.ma.us with the subject line *Ware Superintendent Search*.

For more information, contact Katie Rasys at krasys@ware.k12.ma.us.

- Completed application information must be received on or before **January 4, 2027**.
- The appointment will be made **the week of January 27, 2027** with anticipated starting date of **July 1, 2027**.

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









The Ware District is an equal opportunity employer.