

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 10 years in education including administration or central office experience and teaching experience.

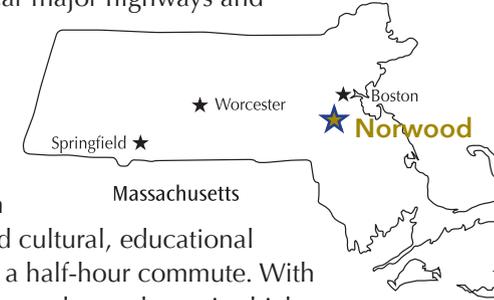
SELECTION CRITERIA

The successful candidate will be:

- 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;
- 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;
- Able to work in a progressive, diverse, multicultural and dynamic community.

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. Presently, a Long Range Building Study Task Force is examining the schools to enhance the educational opportunities for all the children in our community. 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 reputable, acute-care community hospital; 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.

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 primary mission of the Norwood Public Schools, in concert with family and the community, is to seek academic excellence for all children in an environment which is safe, nurturing and supportive."

Norwood Public School District is an equal opportunity employer.



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

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.

TIMELINE 2016-2017

December 5, 2016	Superintendent Search Committee Orientation
January 13, 2017	Applications due
January 24	Semifinalists selected
February 2-7	Semifinalist Interviews conducted
February 8-10	Finalists Selected
Week of February 13	School Committee site visits
February 27-March 3	Finalists site visits/Interviews
On or about Mid March	Vote to Appoint Superintendent
July 1, 2017	Start Date



THE SCHOOL DISTRICT

Student Enrollment 2016-2017: 3,433

Budget (FY16): \$40,933,188

Administration and Staff

Superintendent
 Assistant Superintendent for Curriculum, Instruction and Assessment
 Director of Finance and Operations
 Director of Student Services
 Director of Technology
 Director of Buildings and Grounds
 Director of Food Service
 Director of Extended Day
 Director of Fine Arts
 Director of Athletics
 High School Principal
 High School Vice Principal
 High School Deans (4)
 High/Middle School Department Heads (8)
 Middle School Principal
 Middle School Vice Principal (2)
 Elementary School Principal (6)
 Teachers (306)
 Paraprofessionals (80)
 Nurses (9)
 Support Staff (60)



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 Elementary1-5)
- Thomas Balch Elementary.....(1-5)
- George F. Willett Early Childhood Center (Pre-K and K)

Norwood School Committee

James Gormley, Chairman
 Lisa Igoe, Vice-Chair
 Patrick McDonough
 Myev Bodenhofer
 Michele Eysie Mullen

APPLICATION PROCESS

For further information please contact:
 Glenn Koocher, [Norwood search](#)
 Massachusetts Association of School Committees
 One McKinley Square, Boston, MA 02109
 Phone: (800)392-6023 Fax: (617)742-4125
 Email: nolsen@masc.org for application forms
 Application online: www.masc.org

Completed applications and information must be received at this location or faxed on or before **FRIDAY, JANUARY 13TH, 2017** at 3:00 p.m. EDT.

The appointment will be made prior to **Mid-MARCH, 2017** with anticipated starting date of **JULY 1, 2017**.

For further information, contact Glenn Koocher at MASC (see above).
Please do not contact School Committee members or members of the administration.

