

## QUALIFICATIONS

The Everett School Committee is seeking a 21st century education leader to become its next Superintendent of Schools. The successful candidate will have the experience and vision to guide the district to achieve its best. The successful candidate will possess the commitment and communications skills to inspire others and build a strong relationship with faculty, community members, educators, and those who work to support children and families in Everett.

- Licensed or eligible for licensure as a Superintendent of Schools in Massachusetts;
- Masters degree required, advanced degree preferred;
- Minimum of 10 years in education, including central office experience/administrative experience and teaching experience;
- Experience improving academic achievement;
- Experience with school finances and budget;
- Experience with capital projects.

## APPLICATION PROCESS

For further information please contact:

Kathleen Kelly or Glenn Koocher, **Everett Search**  
Massachusetts Association of School Committees  
One McKinley Square, Boston, MA 02109  
Phone: (800)392-6023 Fax: (617)742-4125  
Email: [amartin@masc.org](mailto:amartin@masc.org) for application forms  
Application online: [www.masc.org](http://www.masc.org)

Completed applications and information must be received at this location or faxed on or before **SEPTEMBER 27, 2019** at 3:00 p.m. EDT.

The appointment will be made prior to **DECEMBER 31, 2019** with anticipated starting date of **JULY 1, 2020**.

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

## COMMUNITY PROFILE

Everett is a diverse urban city of 42,000 people including an extraordinarily diverse constituency. It is a high profile "Gateway City" that has welcomed and continues to welcome new families over its long history. Contiguous to Boston, Everett is accessible by public transportation and a network of roads that make the entire region accessible. The recent entry of a major resort casino in the city has created several thousand new jobs, a revenue stream for the city and schools, and the interest of tourists and visitors alike.



*The Everett Public School District is an equal opportunity employer.*

Visit our website at: [www.everettpublicschools.org](http://www.everettpublicschools.org)

An invitation to apply

## SUPERINTENDENT OF SCHOOLS

Everett Public Schools  
Everett, MA



### MISSION STATEMENT

The Everett Public Schools provides a stimulating, integrated, educational environment for the intellectual, cultural, social, and physical growth of all children while fostering the necessary concepts, attitudes and skills for further growth. This environment will encourage each student to develop the necessary skills and awareness for living effectively and responsibly. The Everett Public Schools' responsibility, in cooperation with the community, is to provide the best possible education for all children. The schools will offer the opportunity for decision-making, self-actualization and continued personal development while realizing that there are diverse capabilities in every human being. The local community provides the necessary financial support and active participation in the educational process to ensure the desired results.

# THE SCHOOL DISTRICT

**Student Enrollment 2018-2019 (K-12):** 7,100

## Demographic data as of October 1, 2018

African-American .....	0.4
Black .....	16.4
Asian .....	5.1
Hispanic.....	54.4
Caucasian.....	22.0
Other.....	1.7

## Administration and Staff

Superintendent  
Assistant Superintendents of Schools  
Business Manager  
Director of Student Services  
Facilities Supervisor  
Director of Special Education  
Assistant Director of Special Education Director of Technology  
Supervisor of Nursing and Health Services Athletic Director  
Curriculum Supervisors  
School Principals, Assistant Principals, Teachers  
School Psychologists  
Guidance and School Adjustment Counselors Nurses  
Technology Staff and Assistants  
Paraprofessionals  
School Secretaries/Admin. Assts./ Clerks  
Custodians/Maintenance  
School Lunch Employees

## School Buildings

Adams School (preK)  
Webster School (preK-5) (676)  
George Keverian School (K-8) (870)  
Lafayette School (K-8) (958)  
Madeline English School (K-8) (790)  
Parlin School (K-8) (936)  
Sumner G. Whittier School (K-8) (635)  
Everett High School (9-12) (1,978)  
Devens School (K-12) (serves special needs students)

**Budget 2020:** \$85,351,821 (Operating Budget)  
4,500,000 (SPED Transportation)

## Everett School Committee

Allen Panarese (Ward 1); Joseph LaMonica (Ward 2); Frank Parker (Ward 3); David Ela (Ward 4); Marcony Almeida-Barros (Ward 5); Thomas Abruzzese (Ward 6); Bernie D’Onofrio (At-Large); Mille Cardello (At-Large); Lester MacLaughlin (At-Large).

# TIMELINE 2019-2020

<b>September 27</b>	Deadline for receiving applications
<b>October 2</b>	Semi-finalists selected
<b>October 23</b>	Finalists selected
<b>Week of November 7</b>	School committee site visits begin
<b>Week of November 21</b>	Finalist site visits/interviews
<b>December 16</b>	Vote to appoint superintendent
<b>July 1, 2020</b>	Start date

# SELECTION CRITERIA

**The district is looking for a collaborative leader who will be committed to Everett’s goal to achieve educational excellence for every student. This leader will focus on prioritizing equity of resources, a diverse and skilled faculty, and equal opportunity that will promote student achievement and success. The successful candidate will possess:**

- A proven record of accomplishment as an educator with school and central office administrator experience.
- A visionary leader who understands teaching, learning, and skills to work with a very diverse urban district.
- A skilled communicator and consensus builder who will work with community leaders and district staff to engage parents, faculty, and local leaders and to mobilize community stakeholders.
- An experienced transition leader who can create a collaborative management culture, open dialogue with stakeholders, and promote professional development, a strong curriculum, and address the achievement gap.
- A student-centered, instructional leader who upholds academic excellence for ALL students and embraces the arts, athletics, and the use of technology.
- A knowledgeable and transparent problem solver with expertise in finance, facilities including capital projects, legislative advocacy and negotiations, with strong command of Massachusetts curriculum, education policies, and law

# SALARY AND CONTRACT

The school committee will negotiate a contract with competitive compensation and benefits commensurate with qualifications and experience.