

AN INVITATION TO A UNIQUE OPPORTUNITY

The Danvers, MA School Committee seeks an outstanding, visionary leader to serve as its Superintendent of Schools.

<https://danverspublicschools.org/>

OUR VISION

Our school community continues our work toward fulfilling our vision and mission to be a dynamic community of independent learners dedicated to respect, responsibility, creativity and the pursuit of academic and personal excellence. We strive to provide all students with a physically and emotionally safe, supportive, and culturally sustaining learning environment. Strong, positive relationships between and among students and teachers are at the core of how we achieve this.



Our core value of fostering a sense of belonging is being translated into our daily activities and actions while we focus on our yearly goals. When measuring our impact on students, it's essential to go beyond academics to prioritize the social emotional wellbeing of our students so that all students feel they belong in our classrooms, schools, and district.

OUR THEORY OF ACTION

If the Danvers Public Schools ...

- promotes a safe, healthy and welcoming learning environment that is conducive to high academic achievement for all students
- provides engaging learning experiences that allow for student voice and choice
- believes that all students should be engaged in rigorous learning experiences and will learn to the highest level possible

...then students of Danvers Public Schools will become productive, responsible, caring citizens of the local and global community and achieve their definition of success.

We strive to create a welcoming community for all students, staff, faculty and administrators by celebrating diverse identities and working together to create a mutual understanding of one another, especially for those identities that are not our own. We engage in anti-bias and antiracism work as both students and adults to provide the tools, skills, and perspectives to have productive and restorative conversations in creating a more inclusive and just community.

SCHOOL COMMITTEE MEMBERS

Eric Crane, Chair
Robin Doherty, Secretary
Alice Campbell
Gabe Lopes
Joshua Kepnes



COMMUNITY PARTNERS

The district is grateful for the support of our community members and organizations including: The Danvers Educational Enrichment Partnership (DEEP), The Danvers Human Rights and Inclusion Committee (HRIC), Danvers Community Access Television (DCAT), our school PACs, Danvers Special Education PAC (SEPAC), and the DanversCARES coalition.

SCHOOL BUILDINGS

- Danvers High School: 771 students (9 – 12)
- Holten-Richmond Middle School: 776 students (6 – 8)
- Great Oak Elementary School: 300 students (K – 5)
- Highlands Elementary School: 386 students (K – 5)
- Riverside Elementary School: 329 students (PK – 5)
- Ivan G. Smith Elementary School: 339 students (K – 5)
- Willis E. Thorpe Elementary School: 329 students (PK – 5)

Danvers also has two Preschool programs along with an integrated preschool, with classrooms located at Riverside Elementary School and at the Willis E. Thorpe Elementary School. There are 109 students enrolled in the program.



DISTRICT LEADERSHIP

Superintendent
Assistant Superintendent
Finance Manager
Human Resources Manager
Director of Student Services
Facilities Director (Town employee)
Director of School Nutrition
Network Administrator
Level-based Curriculum Coordinators (3)
School Principals (7)
Assistant Principals (4)
Athletic Director
Nurses (9)
Teachers (280)
Paraprofessionals (163)
Secretaries/Adm. Assistants (23)



STRATEGIC PLAN

The Danvers Public Schools completed its fourth year of our five- year strategic plan (2018-2023). Over the last two years of our strategic plan, we shifted district priorities to: Diversity, Equity, and Inclusion; Coherent Curriculum, Instruction, and Assessment; and Safe and Supportive Learning Environments as a response to the changing landscape of educating students through a pandemic.

Diversity, Equity, and Inclusion

- Provide culturally responsive learning opportunities
- Build sense of belonging
- Establish school environment where all feel valued, heard and affirmed
- Implement professional learning so that all adults working with students will strive to become anti-racist educators

Coherent Curriculum, Instruction & Assessments

- Develop high impact teacher teams to use Formative Assessment for Results (FAR) Cycle to monitor the learning of all students
- Focus on elementary reading
- Implement Multi-Tiered System of Support (MTSS)

Safe and Supportive Learning

- Support all students in an inclusive, emotionally supportive and culturally responsive environment
- Focus on community
- Prioritize student safety
- Implement practices that build social emotional capacities within students, faculty and staff

QUALIFICATIONS AND COMPENSATION

- Licensed or eligible for licensure as a superintendent of schools in Massachusetts
- Master's degree required; advance degree preferred
- Minimum of 10 years in education, including teaching, central office and/or administrative experience
- \$190K-\$200K, commensurate with experience. Benefits package negotiable.

SELECTION CRITERIA

The successful candidate will demonstrate:

- Excellent communication skills with the ability to build a culture of trust
- A leadership and communication style that is dynamic, visible, accessible and inclusive
- The ability to develop and lead a successful administrative team
- A track record of valuing and promoting diversity equity and inclusion in students, staff and community
- Success in improving and maintaining high academic performance
- An understanding and recognition of good teaching

TIMELINE 2022-2023

December 2	Deadline for applications
December 7	Semifinalists selected
December 12-20	Semifinalist interviews
January 9	Finalists announced
Week of January 16	School committee site visits
Week of January 23	Finalist interviews/site visits
January 26	Vote to appoint Superintendent
July 1	Superintendent begins tenure



RESOURCES

Please visit our website at www.danverspublicschools.org for information specific to each of our seven schools.

Also on our website, you can find details on our work to improve school culture and climate:

<https://danverspublicschools.org/addressingculture/>

Be sure to follow DPS on Facebook, Instagram, and Twitter, or download our mobile app. These resources will give you more access to important information about our progress in supporting all of our students in their efforts to achieve their definition of success.

APPLICATION PROCESS

Applications available at www.masc.org.

Applications should be submitted to amartin@masc.org with the subject line Danvers Superintendent Search.

For more information, contact Dorothy Presser at dpresser@masc.org (617-538-2176).

ACCOMPLISHMENTS (SY2021-2022)

Diversity, Equity, and Inclusion

- Prioritized developing positive relationships among all students and teachers.
- Used culturally responsive read aloud books to affirm all our students' identities at the elementary level.
- Continued district-wide anti-bias professional learning for teachers.
- Conducted equity and implicit bias training for DHS students and athletes.
- Focused DHS student groups on activities to create a safe and supportive school climate.
- Worked to recruit diverse faculty and staff.

Coherent Curriculum, Instruction & Assessments

- Increased collaboration between general education teachers, special education teachers and support staff (PLCs).
- Monitored the progress of students by using elementary reading and math assessments.
- Implemented of common formative assessments at all three levels.
- Started our first cohort of DHS students in the Early College program at North Shore Community College.
- Implemented a Multi-Tiered System of Support (MTSS) to support academic achievement.

Safe and Supportive Learning

- Implemented practices that build social emotional capacities within students, faculty and staff.
- Hosted community participation in the Holocaust Symposium (6-week program).
- Worked with Attorney General's Office to revise and refine bullying and harassment policies and procedures.
- Conducted preliminary equity reviews of student handbooks and school policies.

