

An invitation to apply  
**SUPERINTENDENT OF SCHOOLS**

**Ware Public Schools**  
Ware, MA



VISIT OUR WEBSITE AT: [www.wareps.org](http://www.wareps.org)

### THE SCHOOL DISTRICT

**Student enrollment** 2021-22: 1,124 (preK-12)

**Budget:** FY22: \$19,598,975

#### School Buildings

Stanley M. Koziol Elementary School (preK-3)

Ware Middle School (4-6)

Ware Junior/Senior High School (7-12)

#### Administration and staff

Administration and staff

Superintendent

Business Manager

Facilities Supervisor

Director of Special Education

Director of Technology

Supervisor of Nursing and Health Services

Supervisor of Athletics and Wellness

Curriculum Supervisor

School Principals (3)

Assistant Principals (3)

Teachers (96)

School Psychologist

Guidance and School Adjustment Counselors (5)

Nurses (4)

Technology Staff and Assistants (2)

Paraprofessionals (41)

School Secretaries/Admin. Assts./Clerks (15)

Custodians/Maintenance (12)

School Lunch Employees (12)

### SCHOOL COMMITTEE MEMBERS

Chris Desjardins, Chair

Brian Winslow, Vice Chair

Aaron Sawabi

Julie Slattery

Michael Foran

### SALARY AND CONTRACT

- \$140,000 - \$150,000, Commensurate with experience

### SELECTION CRITERIA

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

- Is an approachable, visible leader in their district in their support for staff and students;
- Is a clear communicator with students, across schools, and in the larger community;
- Has experience as a classroom educator and leads through professional development;
- Has a demonstrated history in managing under fiscal constraints;
- Creates a community of support for students in the district;
- Listens to students;
- Embraces the opportunity to be part of the close-knit Ware community.

### QUALIFICATIONS

- Licensed or eligible for license as a superintendent of schools in Massachusetts.
- Master's degree required, advanced degree preferred.
- Preferred minimum of 10 years in education, including teaching and central office and/or administrative experience and 5 years teaching experience.



## TIMELINE 2022-2023

November 29	Applications due
December 5	Semifinalists selected
December 12-14, 16	Semifinalist interviews
December 21	Finalists announced
Weeks of January 3 and 9	Site visits
Week of January 16	Finalist interviews
Week of January 16	Selection of new Superintendent
July 1	Start date



## APPLICATION PROCESS

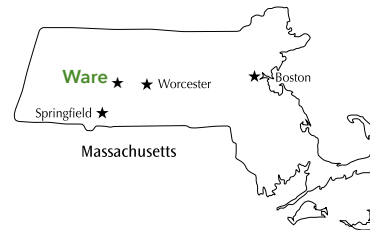
Applications available at [www.masc.org](http://www.masc.org).

Applications should be submitted to [amartin@masc.org](mailto:amartin@masc.org) with the subject line Ware Superintendent Search.

For more information, contact Tracy Novick at (508-579-5472) or [tnovick@masc.org](mailto:tnovick@masc.org)

- Completed application information must be received on or before **November 29, 2022**.
- The appointment will be made **the week of January 16, 2023** with anticipated starting date of **July 1, 2023**.

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



*The Ware District is an equal opportunity employer.*