



## Superintendent of Schools, Westwood Massachusetts

Visit our website at: <https://www.westwood.k12.ma.us/>

**MISSION:** To prepare students for college, career, and civic life by providing rich and challenging curriculum, high-quality instruction, and authentic educational experiences.

**VISION:** Graduates of the Westwood Public Schools are skilled, confident, curious, and kind: excited for their futures and ready to contribute to their communities.

**CORE VALUES:** Academic excellence and a commitment to improvement. Curiosity and tenacity. Respectful relationships in a caring, collaborative community.

### THE SCHOOL DISTRICT

**Student enrollment** 2022-23: 2,894 (preK-12)

**Budget:** FY22: \$50,000,000

### School Buildings

The Westwood Public Schools serve approximately 3,000 students in one pre-school, five elementary schools, one middle school, and one high school. Westwood offers before and after school programs. The District is currently building a state of the art new elementary school to accommodate student learning needs.

|   |     |
|---|-----|
| Westwood High School (9-12) .....         | 913 |
| Thurston Middle School (6-8).....         | 663 |
| Deerfield Elementary School (K-5) .....   | 198 |
| Downey Elementary School (K-5) .....      | 313 |
| Hanlon Elementary School (K-5).....       | 230 |
| Martha Jones Elementary School (K-5)..... | 264 |
| Sheehan Elementary School (K-5) .....     | 287 |
| Preschool .....                           | 42  |

### Administration and staff

- Superintendent of Schools
- Assistant Superintendent
- Director of Student Services
- Director of Finance and Operations
- Director of Equity, Integration and Community Partnerships
- Director of Technology, Learning, and Innovation
- Out of District Coordinator
- Director of Facilities
- Assistant Director of Facilities
- Director of Safety and Security
- Director of Information Systems
- K-8 Social Emotional Learning Coordinator

- METCO Director
- ELL Coordinator
- Elementary Student Services Department Head
- Preschool Director
- Bus Transportation Coordinator
- Data Analyst
- Payroll Coordinator
- Brochure Information
- Accounts Payable Coordinator
- Accounts Receiving Coordinator
- Director of Food Service
- Elementary School Principals
- Middle School Principal
- High School Principal
- Athletic Director
- K-12 Director of Performing Arts
- K-12 Art Department Head
- K-12 Wellness Department Head
- Network Manager
- Academic Department Heads (17)
- Director of Guidance
- ELL Coordinator
- Elementary Teachers (156.1)
- Secondary Teachers (172.4)



## STUDENT RACE AND ETHNICITY

76.3%.....White  
11.8%.....Asian  
4.9%.....Hispanic  
4.8%.....Multi-racial  
2.1% .....Black

## STAFF RACE AND ETHNICITY

94.1%.....White  
2.1%.....Hispanic  
1.8%.....Asian  
1.5%.....Black  
.6% .....Multi-racial

## SELECTED POPULATIONS

6.6%.....First language not English  
.7% .....Students in the ELL program  
21.4% ..... Students on IEP  
2.4%.....High needs  
8.3% .....Students on Free or Reduced Lunch

## SCHOOL COMMITTEE MEMBERS

Charles Donahue, Chair  
Anthony Mullin, Vice-Chair  
Amanda Phillips, Clerk  
Dorothy Parmelee  
Maya Plotkin

## QUALIFICATIONS

- Licensed or eligible for license as a superintendent of schools in Massachusetts.
- Master’s degree required, advanced degree preferred.
- Minimum of 10 years in education, including 3 years central office and/or administrative experience and teaching experience.



## SALARY AND CONTRACT

- Commensurate with experience. Three-year contract, fringe benefits negotiable.

## SELECTION CRITERIA

- Ability to develop and direct an effective Administrative Leadership Team
- Understands and recognizes good teaching
- Successful in creating a supportive work environment
- Successful in recruiting and retaining a diverse staff
- Success in achieving high expectations and outcomes for all students
- Understands the needs of special education students and their families
- Experience in development and implementation of sound teaching and learning practices
- Demonstrates ability to collaborate with stakeholders across the community
- Demonstrates knowledge of and experience with school finance

## KEY RESPONSIBILITIES

- Establish a shared vision for the school system, the ability to articulate a standards- based yet innovative K-12 curriculum.
- Maintain academic excellence.
- Demonstrate effective communication skills.
- Establish a collaborative relationship with the school committee.
- Work effectively with Town government representatives.



## 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 Westwood Superintendent Search.

For more information, contact Jim Hardy at (508-930-4524) or [jhardy@masc.org](mailto:jhardy@masc.org)

- Completed application information must be received on or before **4:00pm, Wednesday, March 1.**
- The appointment will be made by **the week of March 27** with anticipated starting date of **July 1, 2023.**

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

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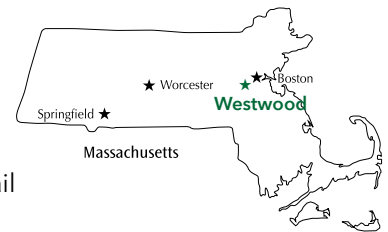
## TIMELINE 2023

|                  |  |
|------------------|--|
| March 1          | Applications due                           |
| Week of March 6  | Semifinalists selected                     |
| Week of March 13 | Semifinalist interviews/finalists selected |
| Week of March 20 | Finalist interviews                        |
| Week of March 27 | New Superintendent selected                |
| July 1           | Start date                                 |



## COMMUNITY PROFILE

Westwood was established in 1897. It is made up of a community of 16,266 located 12 miles southwest of Boston. Westwood is situated at the junction of Route 95/128 and 93 and provides an excellent location for its residents with easy access to Boston, but with all the elements of a beautiful suburban community. Westwood also has two commuter rail lines and full MBTA bus service on Routes 1 and 1A (Washington Street).



Westwood is recognized for the quality of its education. There are five elementary schools, a Middle School, and a High School. Students consistently score in the top percentiles on national tests, MCAS, and the overwhelming majority of students graduating from high school go on to higher education. The town of Westwood also encourages and maintains many recreational areas and facilities, including numerous conservation areas, playgrounds, ball fields and an indoor pool facility. The Town has two libraries, a senior center, Youth & Family Services, and numerous community-sponsored events for the town's residents.

Westwood is home to over two hundred businesses in established commercial areas, each varied in character. University Station is a mixed-use area that includes a 2.3 million square foot retail, office and residential area, conveniently located near the Route 128 train station with a commuter rail stop and the station is the sole regional stop for AMTRAK high-speed rail service from Boston to New York and Washington. The highway business district, Route 1, is comprised of larger retail and service establishments as well as corporate offices. The shopping areas of High Street and Islington's Washington Street provide retail services for residents that enhance the quality of life in town. Additionally, High Street houses the municipal buildings, the main public library, one of our fire stations and the police department.

The Town of Westwood Massachusetts is governed by the Select Board, which is made up of three members who are elected for three-year overlapping terms. The Town adopted a Home Rule Charter, which provides for the Selectmen, Open Town Meeting, and Town Administrator form of government. The following are links to an organizational chart and lists of officials which will provide additional information on town government structure: