

An invitation to apply
SUPERINTENDENT OF SCHOOLS

Sandwich Public Schools
Sandwich, MA



VISIT OUR WEBSITE AT: www.sandwichk12.org

THE SCHOOL DISTRICT

Student enrollment 2021-22: 2,300 (preK-12)

Budget: FY22: \$36,000,000

School Buildings

Forestdale (preK-2)

Oak Ridge (3-6)

STEM (7-8)

High School (9-12) (STEM and High School are in the same building. The district is starting the process to change to a Middle-Senior High School)

Administration and staff

Superintendent

Assistant Superintendent for Teaching and Learning

Director of Pupil Services

Director of Finance and Business Operations

Assistant Finance/Human Resources/Grants Manager

K-6 Curriculum Coordinator

Director of Technology

Director of Facilities

STEM/HS Principal

STEM/HS Assistant Principals (2)

Oak Ridge Principal

Oak Ridge Assistant Principals (2)

Forestdale Principal

Forestdale Assistant Principal

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 5 years of central office and/or administrative experience and 5 years teaching experience.
- Successful experience in school finance and business management.
- Demonstrate a track record of enhancing diversity, equity, and inclusion outcomes.

SALARY AND CONTRACT

- \$180-187,000 commensurate with experience. Three-year contract, fringe benefits negotiable.

SELECTION CRITERIA

The successful candidate will:

- Demonstrate a history of successful team building and leadership experience.
- Utilize a visible, participatory management style - the ability to be inclusive in decision making.
- Demonstrate excellent communication skills, be a strong well-spoken person who can engage all stakeholders.
- Demonstrate a proven record of success in Curriculum Development.
- Demonstrate successful financial management skills and believe in a transparent budget development process.
- Have developed a positive program of communication and public relations informing the community of the activities and needs of the school system.
- Demonstrate success involving parents and community members in the school system.
- Demonstrate experience in building relationships with municipal officials and community leaders.
- Demonstrate accessibility to students, staff, parents, and community members.
- Demonstrate a successful track record in obtaining outside funding including grants, partnerships, etc.

KEY RESPONSIBILITIES

- Maintain academic excellence in a time of diminished resources.
- Establish a collaborative relationship with the school committee.
- Work effectively with Town government representatives.
- Establish a shared vision for the school system, the ability to articulate a standards-based yet innovative K-12 curriculum.
- Demonstrate extraordinary communication skills.
- Support and enhance the diversity, equity and inclusion work ongoing in the Sandwich Public Schools.

SCHOOL COMMITTEE MEMBERS

Don DiGiacomo, Chair • Kerri Ames, Vice-chair • Kristin Bader, Secretary • Burton Fisher • Susan Miller
• Michael Pell • Kevin Sareault

TIMELINE 2022

February 24	Applications due
March 2	Semifinalists selected
Week of March 7	Semifinalist interviews
March 14	Finalists announced
Week of March 28	Site visits
Week of March 28	Finalist interviews
On/before April 6	Selection of new Superintendent
July 1	Start date



APPLICATION PROCESS

Applications available at www.masc.org.

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

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

- Completed application information must be received on or before **February 24, 2022**.
- The appointment will be made **on/before April 6** with anticipated starting date of **July 1, 2022**.

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

COMMUNITY PROFILE

The town of Sandwich is a seaside community of 20,000 residents; the first town over the bridge on Cape Cod. It is located in southeastern Massachusetts, 60 miles from Boston and 64 miles from Providence, RI. Sandwich is 44.2 square miles. Sandwich and neighbor Bourne are also home to the 22,000 acre Joint Base Cape Cod.



Incorporated in 1639, Sandwich is the oldest town on Cape Cod and one of the oldest towns in the United States. The residents of Sandwich value the preservation of public and private buildings of historic importance and celebrate the rich history of the towns' nearly four centuries. The town is committed to the needs of all its residents and is in the process of building a new Center for Active Living, and just completed the construction of a new skatepark adjacent to a new Public Safety complex. Other recent projects built through a private-public partnership include a new Frisbee Golf Course and a new BMX Bike facility.

Sandwich is governed by an elected five-person Select Board who appoints the Town Manager. The Town Manager is responsible for the administration and operations of all town departments, excepting the School Department. The relationship between the Town Manager and the School Superintendent is important; the school department represents the largest department and is the largest employer in town.