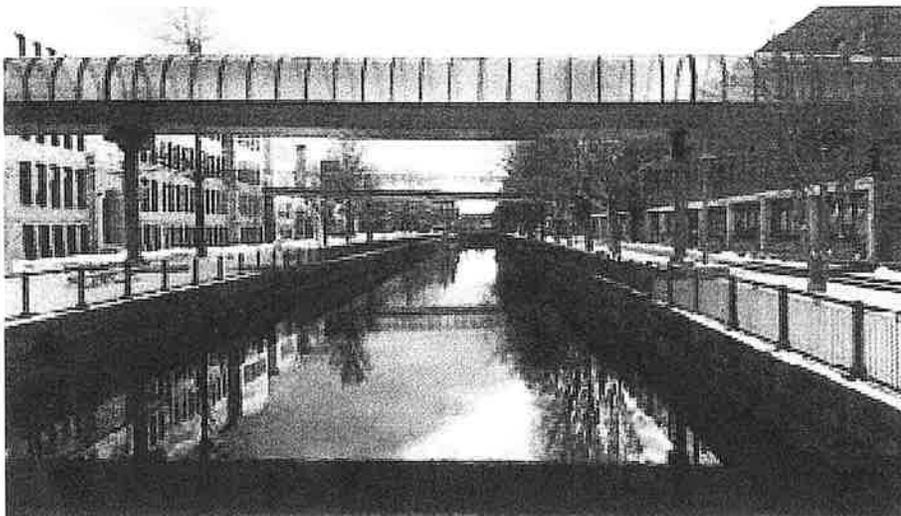
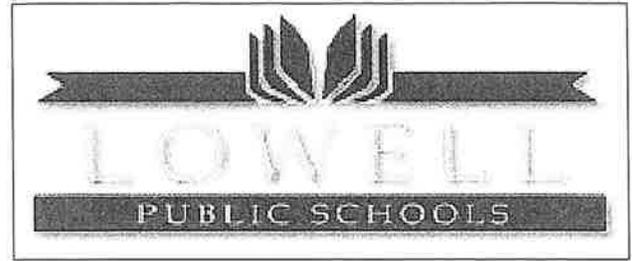
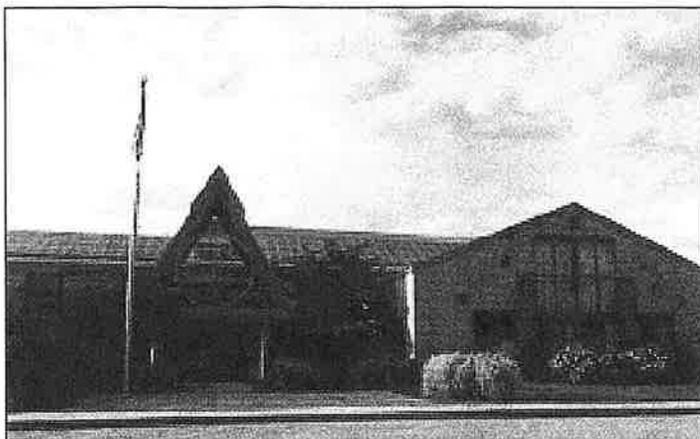


# SUPERINTENDENT OF SCHOOLS

Lowell Public Schools, Lowell MA  
[www.lowell.k12.ma.us](http://www.lowell.k12.ma.us)



**A unique opportunity to lead the schools in one of the state's most promising Gateway Cities.**



The Lowell School Committee is seeking an academic leader, skillful communicator, and experienced urban professional administrator to become its next Superintendent.

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## OUR VISION

The Lowell Public School System:

- Inspires learners to discover and develop their talents;
- Engages learners to think creatively and critically;
- Empowers learners to become active, contributing members of the community, our nation and our world.

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## OUR VALUES

- The limitless potential of all teachers and students;
- School cultures that are welcoming, respectful, safe and healthy;
- The collaborative, professional growth of educators throughout their careers;
- Partnerships with schools, families and the community;
- Equity and transparency in all our actions and interactions.



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## QUALIFICATIONS

- Licensed or eligible for licensure as a Superintendent of Schools in Massachusetts;
- Master's degree required; doctorate from accredited institution of higher learning preferred;
- At least ten (10) years experience in education, preferably including five (5) years central office or equivalent experience;
- Experience in an urban school system with English Language Learners preferred;
- Strong communication skills with the ability to communicate effectively with school committee members, administrators, classroom professionals and staff;
- Knowledge of and experience in fiscal management and budgetary controls in an educational setting;
- Working knowledge of the collective bargaining process and experience administering collective bargaining contracts

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## SALARY

- Salary: \$205,000 - 225,000; other benefits negotiable.

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## SELECTION CRITERIA

- Willingness to devote his/her entire efforts to the administration of the Lowell Public Schools;
- Enthusiasm, creativity and willingness to devote substantial time and effort to the execution of school committee assignments;
- Knowledge of school finance and ability to assume responsibility for developing, preparing and implementing the annual budget;
- Experience in governmental relations with federal, state and other government agencies;
- Expertise and administrative experience concerning a wide range of issues in education, including curriculum, instruction and assessment;
- Experience with and knowledge of standards-based education and school-based management;
- Experience supervising and conducting evaluations of faculty and supervisory personnel, including principals;
- Knowledge of statutory and legal procedures in regard to collective bargaining and other administrative and judicial proceedings;
- Knowledge of financial resources available from state, federal and private sources;
- Sensitivity to community needs and demonstrated ability to work with individuals from diverse backgrounds in meeting educational objectives;
- Demonstrated ability to work with the school committee, staff and community in developing, carrying out and assessing annual and long-range goals for the total educational system;
- Ability to communicate and work with the community (including the business community and city manager's office), staff, students, school committee and news media;
- Ability to stimulate parental and student involvement in the decision-making process.

# QUICK FACTS ABOUT THE LOWELL PUBLIC SCHOOLS

## ADMINISTRATION AND STAFF

Superintendent  
 Assistant Superintendent of Curriculum, Instruction and Assessment  
 Assistant Superintendent of Student Support Services  
 Assistant Superintendent of Finance and Operations  
 Assistant Business Manager for Transportation  
 Director of Adult Education  
 Director of Athletics - Physical Education  
 Director of Special Education  
 Assistant Special Education Director  
 Director of Facilities and Operations  
 Director of Human Resources  
 District Coordinators (10)  
 Staff Counsel (3)  
 High School Headmaster  
 High School Housemasters (5)  
 High School Department Chairpersons (7)  
 Middle School Principals (6)  
 Middle School Assistant Principals (8)  
 Elementary School Principals (12)  
 Elementary School Assistant Principals (10)  
 K-8 Principals (3)  
 K-8 Assistant Principals (4)

Alternative School Principals - Coordinators (5)  
 Attendance Supervisor  
 Behavior Specialists (3)  
 Business Office/Technology Staff (17)  
 Certified Board Behavior Analysts (10)  
 Clerical Staff (71)  
 Curriculum & District Support Specialists (10)  
 Custodians/Maintenance (103)  
 Evaluation Team Chairpersons (16)  
 Guidance Counselors (22)  
 Instructional Specialists (19)  
 Math Resource Teachers (12)  
 Nurses (51)  
 Other Support Staff (26)  
 Paraprofessionals (432)  
 Psychologists (13)  
 Social Workers (40)  
 Speech Pathologists (14)  
 Speech Therapists (11)  
 Teachers (1,074)

## LOWELL SCHOOL COMMITTEE

Mayor William Samaras, Chair	Dominik Hok Lay
Andre P. Descoteaux	Connie A. Martin
Jackie Doherty	Gerard Nutter
Robert J. Hoey, Jr.	

Race	% of District
Total Enrollment (October 1, 2018)	14,548
African American	7.9%
Asian	28.7%
Hispanic	33.1%
Native American	0.1%
White	26.4%
Multi-Race, Non-Hispanic	3.9%
First Language Not English	28.6%
English Language Learner	23.7%
Students With Disabilities	17.3%
High Needs	72.4%
Economically Disadvantaged	53.8%

## Drop Out Rate:

Reported	2018 Dropouts	Students in 2018	Rate Dropouts Cohort
All Students	91	3271	2.8 %
Special Ed	31	349	8.9 %
General Ed	60	2922	2.1 %

## Four Year Adjusted Graduation Rate (2018)

Reported	# Cohort	% Graduated	% Still in School
All Students	654	84.9%	8.4%
Special Ed	80	46.3%	30.0%
English Learners	66	66.7%	16.7%

## Teacher Data:

	% of District
Teachers Licensed In Teaching Assignment	98.0%
Licensed Teachers in High Poverty Schools	98.0%
Percent of Experienced Teachers	84.5%
Student/Teacher Ratio	13.5 to 1

## LOWELL: A DISTRICT OF OPPORTUNITY

With a population of over 100,000, the City is located at the intersections of Routes 495, 93 and 3, with easy access to Boston, Southern New Hampshire and beyond. Centrally located, Lowell draws talented individuals. Home to UMass Lowell and Middlesex Community College, Lowell has tapped into a highly educated workforce. With organizations like the Greater Lowell Investment Board and Lowell Career Center, the City provides a wealth of continuing education opportunities and training programs.

Lowell offers a unique blend of urban amenities and suburban convenience. Recently featured in Boston Magazine as one of the Top Spots to live in Massachusetts, the City was recognized for its affordability, arts community and public transportation.

With a thriving Downtown, flexible office space and ample amenities, Lowell is a great place to do business. From restaurants and retail, to professional services and educational opportunities, in Lowell you'll find everything you need.

Lowell's established business community provides an extensive network of support and resources. The City is home to many of the region's top employers including two major medical centers and numerous technology and financial companies, including Motorola and JP Morgan.

International dining, eclectic galleries, inspiring performances—you'll find it all in Lowell. A mecca of arts and entertainment, professional sports and dining for every palate and budget, there's always something new to explore.

The cultural hub of the Merrimack Valley, Lowell is home to some of the region's leading venues and historic landmarks. The birthplace of the Industrial Revolution in America, Lowell blends historic charm with urban energy, fueled by a jam-packed calendar of cultural, social and sporting events.

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### LOWELL SCHOOL PROGRAMS/BUILDINGS

Abisi Adult Education Center	McAvinnue Elementary School (preK-4)
Bailey Elementary School (preK-4)	Moody Elementary School (K-5)
Bartlett Community Partnership School (preK-8)	Morey Elementary School (preK-4)
Butler Middle School (5-8)	Murkland Elementary School (preK-4)
Cardinal O'Connell Early Learning Center (preK)	Pawtucketville Memorial Elementary School (preK-4)
Daley Middle School (5-8)	Pyne Arts Magnet School (preK-8)
Dr. Janice Adie Day School (preK-12)	Reilly Elementary School (K-5)
Greenhalge Elementary School (preK-4)	Robinson Middle School (5-8)
Laura Lee Therapeutic Day School (2-8)	Rogers STEM Academy (preK-8)
Leblanc Therapeutic Day School (9-12)	Shaughnessy Elementary School (K-8)
Lincoln Elementary School (preK-4)	Stoklosa Middle School (5-8)
Lowell High School (9-12)	Sullivan Middle School (6-8)
The Career Academy at the Molloy School (9-12)	Wang Middle School (5-8)
The Engagement Center at the Molloy School (9-12)	Washington Elementary School (preK-4)
McAuliffe Elementary School (preK-4)	

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## APPLICATION INFORMATION

For further information please contact:

Glenn Koocher **Lowell 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 **APRIL 2, 2019** at 3:00 p.m. EDT.

The appointment will be made prior to **MAY 31, 2019** with anticipated starting date of **JULY 1 - AUGUST 15, 2019**.

For further information, contact Glenn Koocher at MASC (see above).

**Please do not contact School Committee members or members of the administration.**

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## TIME LINE 2019

April 2	Deadline for submitting applications
Week of April 22	Semifinalist interviews
On/about May 1	Finalists selected
Week of May 13	School Committee site visits
May 20-31	Finalist site visits and interviews
Prior to May 31	School Committee votes to appoint Superintendent
July 1 - August 15, 2019	Superintendent begins