

## Marblehead School Committee

The five-member School Committee is elected at-large for staggered three-year terms. The Committee generally meets twice monthly and is primarily responsible for setting policy and approving the budget for the district, as well as being responsive to the community's concerns.

Amy Drinker, *Chair & Superintendent Search Liaison*  
Rob Dana, *Vice Chair*  
Patricia Blackmer, *Secretary*  
Jonathan Lederman  
James Dearborn



Marblehead High School's thrust stage theater

Dennis Curtin

## Compensation & Contract

The Marblehead School Committee is prepared to offer the successful candidate a three-year contract with a minimum starting salary of \$160,000. Actual compensation and benefits will be commensurate with the experience and qualifications of the successful candidate. Reasonable relocation expenses will be reimbursed.

## The Screening & Selection Process

The Marblehead School Committee has established the criteria for the position of Superintendent of Schools. NESDEC, in conjunction with a screening committee comprised of school and community representatives, will apply those criteria and present to the Committee those applicants who demonstrate the experience, qualities, and abilities desired in Marblehead's next Superintendent. The Committee will interview finalists in November, 2006, and appoint the new Superintendent in January, 2007, with full responsibilities commencing on July 1, 2007.

The Marblehead School Committee is committed to a confidential and non-intrusive screening and preliminary interview process.

## Application Requirements

The application for Marblehead Superintendent of Schools must include:

- The completed application form (see NESDEC information below)
- A brief (one or two page) description of how your qualifications and experiences align with the requirements of being superintendent in a high performing district
- A current resume which includes education and certification status
- A minimum of three recent letters of reference, but no more than five
- Verification of eligibility for MA certification as Superintendent of Schools
- College/university placement papers & academic transcripts indicating degrees

Please submit the above application materials to NESDEC on or before **November 3, 2006**. With NESDEC, the screening committee will begin reviewing applications in early November, 2006; however, superb candidates may be considered earlier should timing and circumstances warrant. Additional materials (i.e. a portfolio and additional references) may be requested for a subsequent phase of the interview process.

The application is available from and materials should be mailed to:

Dr. Arthur Bettencourt/Dr. Kenneth DeBenedictis  
Marblehead Superintendent Search  
New England School Development Council  
28 Lord Road, Marlborough, MA 01752  
Phone: 508-481-9444 FAX: 508-481-5655  
E-Mail: [search@nesdec.org](mailto:search@nesdec.org) Website: [www.nesdec.org](http://www.nesdec.org)

- Note: The application form is also available in Adobe PDF format at:  
[www.marblehead.com/schools/superintendentsearch/](http://www.marblehead.com/schools/superintendentsearch/)

## Principles of Responsible Leadership

*Standards • Accountability • Curriculum  
Professional Development • Technology • Community*

*In keeping with Marblehead's historic tradition of leading by example, we will forge a partnership between our community and our schools that demands the highest standards of personal and social responsibility, a rigorous education that challenges all students, and an innovative curriculum that fosters critical thinking, creativity and self-discipline.*

- The Marblehead Public School District is an Equal Opportunity Employer •

# Marblehead MASSACHUSETTS



Marblehead High School, looking east towards Marblehead Harbor and Marblehead Neck

Rick Ashley

*An invitation to apply  
for the position of  
Superintendent of Schools*

[www.marblehead.com/schools](http://www.marblehead.com/schools)

## An Invitation to Apply

The Marblehead School Committee is seeking a highly qualified Superintendent of Schools to succeed Philip Devaux, Ed.D. The Committee has retained the services of the New England School Development Council (NESDEC) to assist with the search process.

## About Marblehead

Marblehead is a suburban seacoast town of 20,000 residents, fifteen miles north of Boston. Sailors know Marblehead for its picturesque harbor and its reputation as the yachting capital of the country.

Marblehead is a stable, family-oriented community. Its population includes multi-generational families with a strong connection to the town's history, as well as residents attracted to the multi-faceted, vibrant aspects of the community. The town's support for public education is evident in the annual approval of the district's operating budget; the passage of three consecutive Proposition 2<sup>1/2</sup> general overrides, including a supplemental school budget of nearly \$1.9 million in the spring of 2005; and recent capital projects including the \$43 million high school that opened in September 2002, and the \$22 million middle school renovation, completed in August of 2004.

Incorporated in 1648, Marblehead has a proud tradition of Open Town Meeting government, which reflects the interests of its active and involved citizenry. In addition, the Board of Selectmen and Town Administrator work in partnership with the schools.

## The Marblehead Public Schools

Marblehead is very proud of the school district's achievement of excellence in academics, athletics, and the arts. An outstanding faculty and staff, a comprehensive curriculum, rich course selections, and a wide variety of extra-curricular and athletic opportunities provide the foundation for this success.

The district has 3,100 students enrolled in Pre-Kindergarten through grade 12. There are five neighborhood elementary schools for K through grade 3, with one providing an integrated Pre-K program; an upper elementary school for grades 4 through 6; a middle school for grades 7 and 8; and a high school for grades 9 through 12.

Since developing a Facilities Master Plan in 1999 to address the school

building needs, Marblehead has successfully completed two major school construction projects: a new 215,000 square-foot high school, and a complete renovation of the old high school into a middle school. The next phase of the Facilities Master Plan will address the facility needs of the elementary schools.

In addition to traditional curricular offerings, the K-6 program includes visual and performing arts, academic enrichment, guidance counselors, full-time library teachers, and full-day kindergarten. With an average class size of under 23 students and a full inclusion model for special education, Marblehead schools strive to meet the needs of each student.

Both Marblehead Veterans Middle School and Marblehead High School have diverse course offerings including foreign language, visual and performing arts, technology, and media. Marblehead students have been recognized for their accomplishments including national awards in Latin and French, the Boston Globe Gold Key art awards, and selection in the All State Orchestra and Chorus.

Marblehead High School offers a comprehensive college preparatory program for over 1,000 students. The 32-acre high school facility offers state-of-the-art technology, an innovative thrust stage theater, and a field house complete with an indoor track. Supported by a highly qualified and dedicated staff, the curriculum prepares students for post-secondary education. Over 95% of graduating seniors further their studies. Each year, student effort and achievement are recognized through the National Honor Society, Advanced Placement Awards, and National Merit Scholarship honors. MHS has an impressive record of conference and state championships in academic, athletic, and performing arts competitions.

The Marblehead Public Schools, with a professional and administrative staff of 280, is supported by a \$24 million budget. Educational excellence and fiscal responsibility are high priorities for the district. In the spring of 2006, a new three-year collective bargaining agreement was signed with the Marblehead Education Association and other bargaining units, bringing additional stability to the district.

The schools enjoy the support of parents and the community through active site-based management teams, Parent Teacher Organizations, and numerous groups that support the district's vibrant programs. An educational foundation, Friends of the Marblehead Public Schools, funds initiatives designed to enrich the district's educational program through an annual grants process.



The newly renovated Marblehead Veterans Middle School

Symmes Mahli & McKee Associates



Dennis Curran

## Objectives for the District

The School Committee has identified goals and objectives for the district that are designed to improve educational outcomes for all students. The Superintendent will:

- **Unite** the district through an articulated vision of education in the 21st Century.
- **Coordinate** the newly re-established curriculum leadership structure.
- **Maximize** the district's resources through management of personnel and enhancement of technology-empowered curriculum.
- **Oversee** the building renovations of the elementary schools.

## Leadership Qualities for the New Superintendent

The new Superintendent should either possess or be eligible for certification as Superintendent of Schools in Massachusetts. The School Committee and community seek a dynamic and innovative leader with the following skills and qualities:

- **A strong administrator** who is experienced in all aspects of school district management, including the areas of strategic planning, organizational development, financial management, site-based management, collective bargaining, and negotiations.
- **An instructional leader** grounded in curriculum and instruction, well informed about trends in education reform, and knowledgeable in technological advances in education, who will engage staff in challenging all students to reach their potential through differentiated instruction and creative program development.
- **A creative innovator** who is willing to forge alliances with business, industry, and institutions of higher learning.
- **An astute manager** who understands the laws and regulations pertaining to education and the state's funding formula for local aid, who will work with the School Committee to inform their policy decisions, and articulate the impact of fiscal decisions on the district's programs.
- **An advocate** for Marblehead's public schools who is an excellent communicator and team-builder, who understands the value of positive public relations, is responsive, visible, and fosters community support.
- **A person of integrity** willing to make a commitment to Marblehead, who is able to build working relationships, is courageous in taking risks, and who genuinely enjoys being with students.