

## AN INVITATION TO A UNIQUE OPPORTUNITY

**The Arlington, MA School Committee seeks an outstanding, visionary leader to serve as its Superintendent of Schools.**

The next Superintendent of the Arlington school district will be an experienced, visionary and collaborative leader who has the ability to inspire and innovate and who is committed to ensuring that every student is challenged to grow socially, emotionally and intellectually. The successful candidate will have demonstrated the ability to identify student needs, provide the support to promote success across all student populations, and actively promotes diversity and equity. The candidate will be an effective communicator, able to share messages about district needs clearly and persuasively with students, staff, families, government officials and the community in a variety of media. The candidate must also have experience in administrative leadership, oversight of operating budgets, and strategic planning for enrollment issues and capital projects.



**Future Arlington High School**

### THE SUCCESSFUL CANDIDATE WILL DEMONSTRATE THE ABILITY TO:

- Relate their teaching experience to their work as a leader, building a foundation of support of Arlington's professional staff.
- Build on the strengths of the Arlington Public Schools, and support members of the school committee in the work of continuous improvement.
- Build Arlington's Special Education and English Learner programs to become programs recognized for its excellence.
- Bring a commitment to social justice to lead an anti-racist culture and curriculum, as well as create a climate and strategies conducive of recruiting and retaining a diverse staff.
- Articulate a vision for the direction of the Arlington Public Schools, and build community support for that vision.
- Effectively communicate, through various platforms, with the district's stakeholders.
- Engage in a governing partnership with the Arlington School Committee.

### QUALIFICATIONS AND COMPENSATION

- Licensed or eligible for licensure as a Superintendent of Schools in MA.
- Master's degree required, advanced degree preferred.
- Extensive administrative experience, as well as classroom experience.
- Compensation will be competitive with a negotiable full fringe benefits package.

### WHY ARLINGTON

Arlington is a thriving community with a high-performing school system bolstered by strong town support. It has a highly engaged network of socially conscious, politically astute and enthusiastic parents and community members who view this transition as an opportunity to take up a strategic plan that will enhance best practices for teaching and learning, use data to make informed decisions, designate effective use of personnel, and ensure that the high school will build on its record of preparing students for college and careers.

### DISTRICT AT A GLANCE:

- 6,047 students (FY20), a 24.5% increase over FY12
- School Budget: \$82,537,634 (FY21), which is \$16,546,621 above Foundation.
- Schools: 1 pre-school; 7 elementary (K-5) schools; 1 grade 6 school; 1 middle school (7-8); 1 high school (9-12).
- Arlington is also a member of the Minuteman Regional Vocational Technical School District (9-12).
- 979.5 full-time equivalent (FTE) employees (FY21), including 378.9 FTE classroom teachers.

### STUDENT BODY

- Our students include approximately 75 students from Boston who participate in the METCO program.
- 13% of our students are Asian; 6.8% are Multiracial; 6.1% are Hispanic; and 3.4% are Black.
- 12.7% are students whose first language is not English and 4.8% are English Language Learners.
- 15.9% of students participate in Special Education programs.
- 26.5% of students are high needs.
- 7.9% are economically disadvantaged.

## COMMUNITY PROFILE

Arlington is a community with a rich history. Once known as Menotomy, it was the site of the bloodiest fighting on the first day of the American Revolution, April 19, 1775. The town was incorporated as West Cambridge in 1807, when it was set aside from Cambridge and a portion of the former town of Charlestown. The town was renamed Arlington in 1867, to honor those buried in Arlington National Cemetery.

In the nineteenth century, Arlington was primarily an agricultural community, with a thriving ice industry centered around Spy Pond and mills located along Mill Brook.

Arlington grew into a streetcar suburb in the 1920s, and the last farms were replaced by suburban homes in the years after World War II.

Arlington's location, six miles from downtown Boston and three miles from Harvard Square, makes it a desirable residential community. It is home to approximately 45,000 residents, and 94.5% of its tax base is residential.

Arlington is readily accessible to the extensive social, cultural and recreational venues of New England. It has a highly engaged network of socially conscious, politically astute, and enthusiastic parents and community members, making this a highly desirable district.

The town is currently building a new \$291 million high school, having secured 77% of the vote in a 2019 special election to cover the local share of construction. Arlington has also approved a series of fiscal stability plans to finance town and school operations, tied to four separate Proposition 2½ override votes to maintain adequate funding for schools and town services. The most recent operating override, for \$5.5 million, was approved with 68% of the vote during the same 2019 special election that approved the high school building project.

## SCHOOL COMMITTEE MEMBERS

### School Committee Members:

Jane P. Morgan, Chair  
William Hayner, Vice Chair  
Paul Schlichtman, Secretary  
Kirsi C. Allison-Ampe  
Liz Exton  
Leonard J. Kardon  
Jeffrey D. Thielman

## DISTRICT LEADERSHIP

- Superintendent
- Assistant Superintendent
- Chief Financial Officer
- Chief Technology Officer
- Director of Communications, Grants, and Title I
- Director of Human Resources
- Director of Special Education
- Athletic Director
- English Language Arts Director
- English Language Learners Director (0.6)
- Performing Arts Director (0.6)
- Visual Arts Director (0.6)
- Health Wellness & Physical Education Director
- Mathematics Director
- METCO Director
- Nursing Director (0.6)
- Science Director
- School Counseling & SEL Director
- Social Studies Director
- World Languages Director
- Principals (10)
- Preschool Coordinator
- Assistant Principals (7)
- House Deans - High School (3)

## 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 Arlington Superintendent Search.

For more information, contact Glenn Koocher at [gkoocher@masc.org](mailto:gkoocher@masc.org) (617-733-0497) or Kathleen Kelly at [kkelly@masc.org](mailto:kkelly@masc.org) (617-523-8454).



## TIMELINE

**Application deadline:** Must be received by 3:00pm EDT October 9, 2020. Intention to appoint in mid-December, 2020.

Starting date: July 1, 2021.

Arlington Public Schools is an Equal Opportunity Employer