

NORWELL PUBLIC SCHOOLS
MIDDLE SCHOOL PRINCIPALSHIP RECRUITING INFORMATION

December, 2007

Announcement of Vacancy

Norwell Public Schools is inviting highly dedicated, energetic, and talented middle school educators to apply for the principalship of Norwell Middle School. The new principal will succeed Rudy Borgueta who is retiring after a distinguished career spanning four decades in public education, the last seven as a principal at Norwell Middle School. While actual compensation will be commensurate with the successful candidate's experience and background, a starting salary range of \$85,000 to \$115,000 has been established for this key leadership position.

Norwell, Massachusetts

Ideally situated 25 miles southeast of downtown Boston, Norwell is a semi-rural, suburban community of approximately 10,000 residents. The farms and factories of a century ago have given way to private country homes, modern schools, shopping centers, health, recreation and cultural facilities, a wildlife reservation, a natural science center, and a thriving industrial zone. With the scenic North River forming the town's southern boundary, Norwell is an ideal recreational site for boating, fishing, and swimming. Ocean beaches and picturesque New England harbors are only a few miles away.

Norwell is proud and supportive of its school system, which reflects the intellectual strength and character of the community. The two preK-5 elementary schools, the grade 6-8 middle school, and high school are all committed to academic excellence in a caring environment for Norwell's 2300 students. Norwell Public Schools is governed by a five member School Committee, elected to three-year staggered terms, with a long history of strong support for public education. Administrative stability is a hallmark of Norwell Public Schools. The current Superintendent of Schools, Dr. Donald J. Beaudette, has lead Norwell schools since 1994, and his predecessor retired after a distinguished 23-year career as Norwell's superintendent. For more information on Norwell Public Schools, please visit our website: www.norwellschools.org.

Mission Statement

Developed by a twenty-five member Strategic Planning Team in June 2007, the *working draft of our new Mission Statement* is as follows:

The mission of Norwell Public Schools, in partnership with the entire community, is to provide excellence in education in a challenging and supportive environment resulting in well-rounded, self-reliant, responsible citizens who are prepared to engage in a global society.

Norwell Middle School

Norwell Middle School serves approximately 510 students in grades six, seven, and eight. In each grade, students are assigned to teams of two, three, or four teachers. English, mathematics, science, and social studies are the core subjects offered on each team. In all classes, critical thinking, cooperative learning, and individual responsibility are emphasized. French, Latin, and Spanish make up our foreign language offerings for grades seven and eight, with a majority of students taking a two year sequence in one of those languages. There is also an exploratory set of language offerings for students who are not yet ready for an in-depth course in the subject. During a student's three years at the middle school, the following exploratory courses are offered: art, band, chorus, family and consumer science, guidance, health education, music, physical education, reading, and technology /engineering education. By utilizing a wide variety of middle school practices, our educational community makes a concerted effort to maintain a delivery system that is student-centered and focused on the unique needs of young adolescents.

Norwell Middle School students perform at an extremely high level academically as evidenced by their results on the spring 2007 Massachusetts Comprehensive Assessment System (MCAS) examinations. In terms of the percentage of students scoring *Advanced* and *Proficient* on MCAS, Norwell Middle School students consistently outpaced their peers statewide: Grade 6 ELA (84%) and Math (79%); Grade 7 ELA (90%) and Math (71%); and Grade 8 ELA (95%), Math (71%), and Science (55%).

Some of the major challenges facing the new principal will be encouraging even higher levels of performance while addressing the needs of all students; fostering an awareness and appreciation for diversity in a relatively non-diverse school; expanding and developing middle school practices; promoting seamless transitions between the elementary and secondary levels; fostering staff cohesion with veteran and newer faculty; and expanding science, technology, and engineering initiatives.

Recruiting Schedule

Subject to change as circumstances dictate, the following schedule of activities has been developed to serve as a guide for the recruiting process:

Application Period	December 9 – January 14, 2008 or until filled
Review of Credentials	January 14 – 18, 2008
Screening Interviews	January 28 – February 7, 2008
Finalist Interviews	March 3 – 14, 2008
Site Visitation(s)/Final Reference Checks	March 17 – 21, 2008
Appointment and Contract Execution	March 24 – 28, 2008
Approximate Start Date	July 1, 2008 or when available

Application Process

To be considered for this key leadership position, all applicants must provide an informative letter of interest, resume, completed application form, writing sample of the applicant's choice, proof of licensure or eligibility therefor, undergraduate and graduate transcripts, and at least three (3) current letters of reference. It is strongly recommended that all application materials be submitted no later than noon, **Monday, January 14, 2008**. The application process, however, will remain open until the position is filled. Please address all inquiries and application materials to:

Norwell Middle School Principalship Search
c/o Dr. Donald J. Beaudette, Superintendent of Schools
Norwell Public Schools
322 Main Street
Norwell, Massachusetts 02061
(781) 659-8800
(781) 659-8805 (FAX)
supt-office@norwellschools.org (E-Mail)

Norwell Public Schools does not discriminate on the basis of race, color, religious creed, national origin, sex, sexual orientation, age, ancestry, or disability in its admission or access to, or treatment or employment in its programs and activities.

NORWELL PUBLIC SCHOOLS: Pathways to Success