

NORWELL PUBLIC SCHOOLS

ATHLETIC DIRECTOR RECRUITING INFORMATION

MARCH 2019

Announcement of Vacancy

Norwell Public Schools is inviting highly dedicated, energetic, and talented athletic directors, educators and professionals to apply for the athletic director of Norwell High School. The athletic director will be supported by a full-time secretary shared with the principal and a site manager for each athletic season. While actual compensation will be commensurate with the successful candidate's experience and background, a starting salary range of \$85,000 - \$105,000 has been established for this key leadership position. For more information and an application, please visit: <http://www.norwellschools.org>.

Norwell, Massachusetts

Ideally situated 25 miles southeast of downtown Boston, Norwell is a semi-rural, suburban community of approximately 11,000 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 pre-K-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 2,193 students. In May of 2012, a \$2.3 million operational override allowed Norwell Public Schools to improve student to teacher ratios, begin a comprehensive curriculum adoption cycle and a technology cycle for overall infrastructure needs and a 1:1 iPad initiative for students in grades 3-12. The Clipper Community Complex, featuring a stadium turf field and all-purpose athletic turf field, was completed in the summer of 2014 thanks to the support of many Norwell committees, community members, and donors. Each school has an active school council and parents are very involved with the education of their children. Over 95% of Norwell High School graduates continue their education at two and four year colleges.

Mission Statement

Developed by a twenty-two member Strategic Planning Team in June 2016, and adopted in June 2017, our **Mission Statement** is as follows:

The mission of Norwell Public Schools, in partnership with the community, is to provide excellence in education through a challenging and supportive environment, empowering students to be versatile, innovative, and responsible citizens who are prepared to navigate and contribute to a dynamic global society.

Norwell High School: William Fish, Principal (781) 659-8810; william.fish@norwellschools.org
Jennifer Greenberg, Assistant Principal (781) 659-8808; jennifer.greenberg@norwellschools.org
Matthew Marani, Assistant Principal (781) 659-8808; matthew.marani@norwellschools.org
<http://www.norwellschools.org/nhs>

Providing a college preparatory curriculum for all students, Norwell High School is an academically rigorous secondary school accredited by the New England Association of Schools and Colleges. The high school's 684 students take at least five major subjects and are required to carry a minimum of six courses per semester. Graduation requirements include the successful completion of four years of English, mathematics, science, and social studies, as well as courses in the unified arts and computer science, and a minimum of three years of foreign language. Nineteen Advanced Placement courses are offered in art, biology, calculus, chemistry, English composition, English literature, European history, French, Latin, physics, psychology, Spanish, statistics, U.S. government, U.S. history. In addition to the Advanced Placement program, Norwell High School partners with Syracuse University's Project Advance to offer college-level coursework in Latin, Spanish and French. As a part of a district 1:1 technology initiative, all students are issued an iPad to support their academic learning and development as digital citizens. Over 90% of Norwell High School students participate in co-

curricular programs (athletics, drama, music, publications and clubs). Norwell High School students consistently score above the state and national averages on the SAT and other standardized tests, and 92.8% of the Class of 2018 are pursuing post secondary education, with 91% of the class going on to four year colleges. Norwell students are also eligible to attend South Shore Vocational Technical High School in Hanover, which offers a wide variety of career-oriented programs.

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:

Preparation of Recruiting Materials	February 4 – February 28, 2019
Meeting with Coaches	February 26, 2019
Meeting with Students	February 14, 2019
Meeting with Boosters/Parents	February 26, 2019
Application Period	March 18 – April 5, 2019 or until filled
Review of Credentials	April 8 – April 12, 2019
Screening Interviews	April 22 – April 26, 2019
Finalist Interviews	May 6 – May 10, 2019
Final Reference Checks	May 13 – May 17, 2019
Appointment and Contract Execution	May 20 – May 24, 2019
Approximate Start Date	July 1, 2019 (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, 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, April 5, 2019. The application process, however, will remain open until the position is filled. Please address all inquiries and application materials to: <http://www.norwellschools.org/domain/44>. Please contact Norwell Public Schools at supt.office@norwellschools.org or 781-659-8800 if you have any questions concerning the application process.

EQUAL OPPORTUNITY EMPLOYER

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

NORWELL PUBLIC SCHOOLS: 21st Century Schools for 21st Century Students