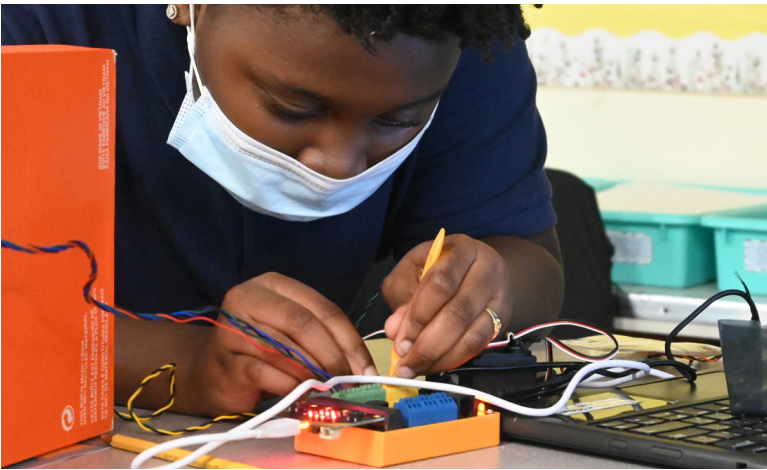


# INVITATION TO APPLY SUPERINTENDENT OF SCHOOLS

Springfield Public Schools  
Springfield, Massachusetts



1550 Main Street, Springfield, MA 01103  
[www.SpringfieldPublicSchools.com](http://www.SpringfieldPublicSchools.com)

The Springfield Public Schools Committee is seeking an academic leader, skillful communicator, and experienced urban professional administrator to become the Superintendent of its approximately 24,000-student school district.

## **Springfield Public Schools Vision and Mission**

### **Explore the Portrait of a Graduate Strategic Plan**

Reimagining school to partner with families and the community as essential to student success; attract, develop, support, retain, and promote exceptional and diverse educators and staff; prioritize purposeful teaching, empower learners, foster culturally responsive instruction, create collaborative learning environments, and promote joyful and meaningful learning; empower students to grow as whole individuals; and graduate students ready for success in college, career, and life.

## **Springfield Public Schools Core Values**

### **Explore the Portrait of a Graduate Strategic Plan**

We are committed to advancing educational equity by ensuring just outcomes for each student, elevating historically marginalized voices, and challenging imbalances of power and privilege. We value and center our students' diverse experiences by practicing culturally and historically responsive methods; relying on resources and teaching practices that support students in developing their identity and critical perspectives on the world. We focus on opportunities to improve outcomes by adopting an asset-oriented mindset, learning from, and building on the strengths of our students, families, staff, and community partners. We prioritize people by listening before we speak, practicing empathy, hearing before we decide, choosing collaboration, and demonstrating kindness.

# Our District Context



71 Schools

Including...

9 Alternative Schools

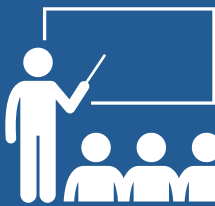
1 Virtual School

792.3M

Total Budget

4,851

Total Staff FTEs



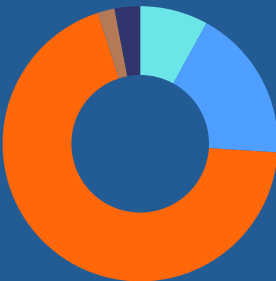
10.9 Students per  
Teacher



23,721

Total Learners SY23

Third Largest  
District in  
New England



#### Students

White - 8%  
Black - 18%  
Hispanic - 69%  
Asian - 2%  
Other - 3%



#### Staff

White - 62%  
Black - 18%  
Hispanic - 19%  
Asian - 1%  
Other - 1%

	SPS		MA
Low Income	86.0%	vs	42.3%
High Needs	89.6%	vs	55.1%
First Language not English	28.4%	vs	25.0%
Students w/Disabilities	25.2%	vs	19.4%



Explore the  
Portrait of a Graduate Strategic Plan



# A Snapshot of Springfield Public Schools From 2012 to Present

**Dedication to Educational Equity:** There has been an increase in the graduation rate from 56.4 percent to 84.6 percent and a decrease in the dropout rate from 10 percent to 3 percent. There has been a narrowing of the achievement gap in every subject and student category, establishing Springfield as the highest-performing urban, high-poverty school district statewide.

**Infrastructure Overhaul:** The district has witnessed approximately \$1 billion worth of construction and renovation, including the construction of eight new school buildings, new roofs, windows, and doors for most schools in the district, and numerous other accelerated repair projects.

**Innovative Programs and Initiatives:** Groundbreaking initiatives have made Springfield the first in the state to provide free, universal pre-K for 3-year-olds and 4-year-olds; after-dark vocational programs; and vocational education offerings in every comprehensive high school. Additionally, the district opened the Springfield Virtual School.

**Advocating for Arts in Education:** Establishment of the Springfield Conservatory of the Arts school and funding for art and music programs across all schools.

**Bridging the Technological Gap:** Springfield is the first urban district in the state to go 1:1 with student laptops, narrowing the digital divide gap.

**Enhancing Staff Diversity:** There has been an increase in staff diversity at every level within the district.

**School Climate:** The commitment to fostering positive school environments includes a 95 percent drop in school-based arrests and a 75 percent decrease in suspensions.

**Transformative School Nutrition:** Opened in 2019, “Home Grown Springfield,” is a 62,000 square-foot Culinary and Nutrition Center outfitted with state-of-the-art equipment that allows for the creation and daily delivery of diverse, scratch-made dishes like meatballs, breakfast pockets, chicken sausage, and dinner rolls to every school.

## 2022-2023 Year in Review

A comprehensive report detailing the most recent data and statistics of district measurables such as accountability, MCAS results, graduation and dropout rates, school climate, and more.

## About Springfield, Massachusetts

Springfield was founded in 1636. In the late 1700s, George Washington designated the city as the site of the Springfield Armory because of its central location. Today, the city is the largest in Western New England and the urban, economic, and media capital of Massachusetts' section of the Pioneer Valley. The city's population is approximately 154,000.

**City of Firsts** - Springfield has been known as the City of Firsts due to its history of innovation, including America's first Armory and military arsenal, and the first American-made automobile. Springfield may be best known for two other innovations - the birthplace of basketball and of Theodor Geisel, better known as "Dr. Seuss." The city is amid a long-term revitalization. The economy is growing, businesses are flourishing, and public spaces are being made more vibrant.

**Naismith Memorial Basketball Hall of Fame** - For over 50 years, the Naismith Memorial Basketball Hall of Fame has celebrated the history and players of this American sport from its invention by Dr. James Naismith in 1891 to today's modern game. Today, the Basketball Hall of Fame is a state-of-the-art, interactive sports museum with nearly 400 inductees and more than 40,000 square feet of basketball history.

**The Springfield Museums** features world-class venues for art, science, and history: the Michele & Donald D'Amour Museum of Fine Arts, the George Walter Vincent Smith Art Museum, the Springfield Science Museum (with the oldest operating

planetarium in the U.S.), the Connecticut Valley Historical Museum, and the Museum of Springfield History. The Museum Quadrangle is also home to the Dr. Seuss National Memorial Sculpture Garden and the “Amazing World of Dr. Seuss” museum.

**Symphony Hall and Springfield Symphony Orchestra** - Built in the early 1900s, Symphony Hall is home to the Springfield Symphony Orchestra and Broadway-style theatre. The Springfield Symphony Orchestra is the largest professional orchestra in Massachusetts outside of Boston.

**MGM Springfield** is an exciting and lively retail, dining, and entertainment district that preserves the look and feel of Springfield’s iconic architecture while delivering a modern experience. MGM offerings include family attractions such as movies, ice skating, and bowling.

**The historic Union Station** has Amtrak and commuter rail service and serves as a regional hub for both intercity and intracity bus services, hosting some five million passengers per year.

The city has a long history of supporting American Hockey League franchises. **The Springfield Thunderbirds** welcome enthusiastic game-day crowds and offer ticket and game promotions throughout the year.

**New England’s Knowledge Corridor** - Springfield is home to the University of Massachusetts Center at Springfield, Springfield College, Western New England University, American International College, and Springfield Technical Community College. Greater Springfield is home to Bay Path University, College of Our Lady of the Elms, Westfield State University, and Holyoke Community College. The Five College Area is also within commuting distance

of Springfield and includes the University of Massachusetts at Amherst, Amherst College, Mount Holyoke College, Smith College, and Hampshire College.

**Major Employers** - Residents of Springfield have many potential job opportunities, including but not limited to two major employers offering a wide range of positions. Baystate Medical Center is one of the largest integrated healthcare systems in New England, serving over 800,000 people. Named a World's Most Admired Company by FORTUNE® Magazine, the Massachusetts Mutual Life Insurance Company (Mass Mutual) is a leading mutual life insurance company that is run for the benefit of its members and participating policy owners.

[\*\*Learn More About the City of Springfield\*\*](#)

## **Springfield Public Schools Superintendent Selection Criteria**

The Springfield Public Schools Committee seeks a collaborative, motivated leader who:

- Demonstrates excellent written and oral communication skills.
- Shows experience with the development and implementation of curriculum.
- Demonstrates success in community engagement and involvement.
- Demonstrates skills in budget development and implementation.
- Understands and recognizes quality teaching.
- Demonstrates the ability to develop both short-term and long-term goals.
- Demonstrates success with technology and digital learning.
- Shows experience in staff relations, evaluation, and goal setting.
- Demonstrates the ability to understand the needs of students and staff in a multi-ethnic, multi-racial community with a diverse socio-economic makeup through the lens of equity in decision-making and planning.
- Possesses knowledge of the collective bargaining process and procedures.
- Shows familiarity with vocational education.
- Possesses knowledge of federal and state education laws.
- Demonstrates knowledge of special education.
- Shows the ability to build business and educational partnerships.



**Salary:** Salary for this integral leadership position is commensurate with proven experience and entails an initial three-year term with optional extensions. In addition, a comprehensive benefit package will be included in the ultimate offer for the identified sole finalist. The Springfield Public Schools Committee looks forward to discussing further salary details as the interview process progresses.

### **Application Qualifications:**

- Licensed or eligible for licensure as a Superintendent of Schools in Massachusetts.
- Minimum of 10 years in education, including teaching, school building, and central office administrative experience.
- Master's degree required; advanced degree preferred (CAGS, PhD, EdD).
- Demonstrated senior management administrative success in a district-wide position in an urban setting.
- Applicant agrees to reside in Springfield within one year of hire date.

### **Springfield School Committee Members:**

Honorable Mayor Domenic J. Sarno, Chairman

Mr. Joesiah I. Gonzalez, Vice Chairman

Mr. Christopher Collins

Mrs. Barbara Gresham

Mrs. Denise Hurst

Mrs. LaTonia Monroe Naylor

Attorney Peter Murphy

We invite qualified candidates to apply for the position of Superintendent of Springfield Public Schools by:

**4:30 pm on March 29th, 2024**

Application materials will be submitted and retrieved via a confidential and secure email address created explicitly for this purpose. Do not contact Springfield Public Schools Committee members or administrators.

For information pertaining to the Superintendent Search timeline, please click [<HERE>](#)

To begin the application process, please click [<HERE>](#)

\*Please note that all application materials will be submitted via a secure and confidential email address created explicitly for the Superintendent Search and accessible only to an independent legal firm.

For further information, please contact Mr. Glenn Koocher, Executive Director of the Massachusetts Association of School Committees.

gkoocher@masc.org  
617-523-8454