

Winchester Interim Superintendent of Schools Leadership Profile & Community Description



The Winchester School Committee is seeking an experienced leader and exceptional collaborator to serve as Interim Superintendent of Schools beginning no later than July 1, 2021. We are looking for a principled and fair-minded professional with educational leadership experience including:

- Upholding vision for excellence during a time of change
- Championing authentic learning for all students in a changing demographic
- Supporting collaborative, high-performing and innovative academic and administrative teams
- Engaging with all community stakeholders

Key competencies or characteristics of the new Interim Superintendent of Schools include:

- Passion for life-long learning and excellence in teaching and learning for all
- Authentic listening and persuasive communication skills
- Strong financial, budgeting, and strategic planning skills
- Prior experience with the MSBA on Core Replacement and/or major renovation projects *a plus*

Mission Statement

To provide all students with an outstanding education in a nurturing yet challenging environment that fosters academic achievement, healthy social and emotional development, enthusiasm for education, and a life-long love for learning

Highlights

The district enjoys a history of strong support from our educators and the community, as reflected by:

- \$130 million debt-exclusion override to rebuild our High School (2015-2018); \$48+ million in local funding to rebuild elementary school (2011-2013) and expand middle school (2018-2020)
- Educators committed to their students, their craft, their classroom, and the broader community through collaboration across district teams and as partners in professional development
- Generous donations by local foundations and school parents associations to support technology, social emotional health, athletics, enrichment, the arts and staff professional development
- Active, diverse parent volunteerism

School & Staff population FY20

Students (PK-12):	4,678
Five elementary schools (K-5):	2,073
McCall Middle School (6-8):	1,119
Winchester High School (9-12):	1,418
Out of district placements	50 approx
Preschool (2.9 - 5 yrs. old):	75 approx
District employees	621

Student enrollment growth (K - 12)

2019-20:	4,610	+12%	10-yr increase
2014-15:	4,422	+7.8%	5-yr increase
2009-10:	4,109		

Housing Units

2019-20:	8,081	+2%	10-yr increase
2014-15:	8,002	+1%	5-yr increase
2009-10:	7,930		

Challenges

We expect growth from increases in Chapter 40B affordable housing in Winchester to continue over the next 12-18 months. This impacts our enrollment and demographics, making the investment in new, innovative programming a challenge in the COVID / post-COVID era.

Furthermore, the district is completing the Project Eligibility phase with the MSBA for a replacement Lynch Elementary School. The Feasibility Study period is scheduled for 2021-22.

We anticipate key Interim Superintendent tasks or responsibilities to include:

- Support and implement Return to School Plan for Fall 2021 in partnership with School Committee and public health officials, including multiple scenarios depending on local vaccination roll-out
- Support programming and design process milestones and deliverables to the MSBA during the Lynch School's Feasibility Study period as a member of the Educational Facilities Building & Planning Committee (EFPBC) while driving engagement and input of multiple stakeholders
- Advocate for WPS in a multi-year financial plan, in coordination with Town Management & Finance Committee
- Maintain a positive working relationship with Winchester Education Association

Contact

Questions may be directed to Laurie Kirby, Director of Personnel at lkirby@winchesterps.org.

Send cover letter, resume, references and copies of DESE licensure **by February 8, 2021** to:

Interim Superintendent Search

% Ms. Laurie Kirby, Director of Personnel

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