



About Cambridge, Massachusetts

Cambridge, Massachusetts is a vibrant, culturally and socio-economically diverse city of approximately 100,000 residents, offering an exciting mix of strong community support for education, intellectual vitality, and technological innovation.

Located just across the Charles River from Boston, and home to Harvard, MIT, Lesley University, and a myriad of cutting edge biotechnology firms and thriving local enterprises, the Cambridge Public Schools are committed to educational excellence and high academic achievement for all children in safe, nurturing, respectful learning environments.

CPS District Profile

2008-09 Budget: \$130,704,170

Per Pupil Expenditure: \$22.054

2008-09 Enrollment: 6024

Ethnic Breakdown

African-American:	35%
Asian:	11%
Hispanic:	14%
White:	37%
Multi-Race:	3%

Enrollment History

2004-05:	6540
2006-06:	6001
2006-07:	5797
2007-08:	5861
2008-09:	6024

Schools

Elementary K-8:	11
Elementary K-6:	1
High School 9-12:	1
Career/Technical:	1
High School Extension:	1

Staff: 1235.3 FTE

An Exceptional Opportunity For An Exceptional Educational Leader Cambridge is Seeking A Superintendent Who:

- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
- Inspires trust, self-confidence, and models high standards of integrity and personal performance with the ability to develop a vision of quality education for the future to the board, staff and community,
- Has knowledge of emerging research and best practice in the area of curriculum/instructional design and practice.
- Has demonstrated the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Demonstrates effective communication skills to include speaking, listening, and writing.
- Is strongly committed to a "student first" philosophy in all decisions.
- Will commit to community visibility with high interest in a broad range of community groups and organizations.
- Has successful experience in sound management practices, including appropriate participation of others in planning and decision-making.
- Is able to identify and select building and central office administrators who are capable of advancing the district vision.
- Has the ability to build consensus and commitment among individuals and groups with an emphasis on parent involvement.
- Has the ability to secure and promote positive student behavior conducive to student achievement/learning climate.
- Is able to lead a large organization dedicated to the goals of continuous improvement.

Focus on Quality & Innovation in Education

The Cambridge Public Schools are committed providing a high quality, innovative educational experience for each of our diverse students. We continually seek to implement both proven and creative means to assure that every child has access to rich and rigorous curriculum, a safe, nurturing learning environment, and a wide range of instructional strategies designed to help each child flourish and reach his or her full potential.



CPS Elementary Schools: Cambridge's 12 elementary schools are balanced based on socio-economic factors under a Controlled Choice Plan. We offer a myriad of educational options, including a free public Montessori school; a nationally renowned two-way Spanish-English language immersion school; schools that feature

multi-graded classrooms and project-based learning; those with expanded learning days; and intensive study programs. Elementary schools feature full day kindergartens and junior kindergarten programs, and integrated pre-school program for children with special needs. Our schools benefit from a wealth of collaborations with educational, community, arts, science/technology, and business partners.



Cambridge's High Schools

Cambridge's comprehensive high school, the Cambridge Rindge and Latin School (CRLS), is comprised of four small learning communities and the Rindge School of Technical Arts. Additionally, Cambridge's High School Extension Program (HSEP) serves a small population of students who have had difficulty achieving academic success in a more traditional setting, through flexible scheduling individualized instructional strategies and support systems. CRLS utilizes college-like 4x4 block scheduling, and in 2006 was cited by Boston Magazine as offering "**Prep School Perks at Public School Prices**" based on its rigorous educational offerings and extraordinary arts and athletics programs, among others, which rival private schools.



Mission Statement

The Cambridge Public Schools will be the first diverse urban school system to work with families and the community to successfully educate all of its students at high levels. The school system will provide all students with a safe and nurturing environment, and with a core curriculum that is rich and rigorous and which respects diversity in students' learning styles. We have one guiding principle: Excellent Instruction in Every Classroom. We strive for our students to be proficient in all curricular areas.

www.cpsd.us

About the Position

The Superintendent of Schools reports directly to the Cambridge School Committee, a seven member board with six members elected at large, chaired by the Mayor who is elected from and by nine elected City Council members. The Superintendent is the chief executive officer and educational leader of the Cambridge Public Schools, and leads and administers schools in accordance with state law.

Compensation & Benefits

Compensation for this position will be in the range of \$200,000 with a comprehensive benefits package to be negotiated. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting the Cambridge School Committee's criteria.

TO APPLY

The deadline for applying is February 26, 2009.

Applications may be accepted until position is filled. All application materials must be submitted to:

RAY & ASSOCIATES, Inc.

4403 First Avenue, SE, Suite 407, Cedar Rapids, Iowa 52402-3221

Phone: 319-393-3115 Fax: 319-393-4931 Email: glr@rayassoc.com

www.rayassoc.com

Candidates are required to submit:

- ✚ A letter of interest stating personal qualifications, experiences, and reasons for interest in the position;
- ✚ A signed, formal application;
- ✚ A current resume;
- ✚ Several current letters of recommendation, and the names, titles and telephone numbers (home and business, and cell phone if known) of four persons who will serve as references and can be contacted by the search consultants and the Cambridge School Committee.

All materials submitted as part of the superintendent application will remain confidential, to the extent allowed by law. Selection of candidates for final interviews is the sole responsibility of the Cambridge School Committee. School Committee members may elect to visit communities or finalists for the position of Superintendent of the Cambridge Public Schools.

For information about Massachusetts Superintendent licensure/certification, contact www.doe.mass.edu/educators

The Cambridge Public Schools is an equal opportunity employer and is committed to the provision of quality educational opportunities for all students. CPS does not discriminate on the basis of race, color, sex, religion, national origin, disability, age, or sexual orientation.