

MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

Address: Marblehead High School – Library at 2 Humphry St. Marblehead MA 01945

OR

Zoom Conference join via the web link or Dial in

<https://marbleheadschoools-org.zoom.us/j/99975493631?pwd=Y0pHWVM2YitBZXN0U2ZyTk1OMzh4dz09>

Meeting ID: 999 7549 3631

Password: 873255

Dial in Phone #1 646 931 3860

Wednesday	May	1st	2024	7:00 pm
Day of Week	Month	Date	Year	Time

Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

- I. Initial Business
 - a. Call to Order
- II. Overview of Process and Organization
- III. Interviews for Interim Superintendent of Schools
 - a. Dr. Barbara Cataldo 7:15pm
 - b. Dr. David Thomson 8:30 pm
- IV. Interview Assistant Superintendent of Finance and Operations Candidate
- V. Closing Business
 - a. Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Sarah Fox
Posted by: Sarah Fox
Date: 4/29/2024

STRENGTHS

- Expert interpersonal, negotiation, and team building skills
- Create School Cultures designed for all learners
- Strategic and collaborative educational leader
- Proven leadership for instructional improvement
- Developmental curriculum development, alignment and assessment
- Persuasive communicator with parents and faculty
- Student-focused needs analysis and improved performance
- Strategic planning and organizational restructuring

EDUCATION

Northeastern University Boston, MA
Ed.D in Educational Leadership

Harvard University Cambridge, MA
Masters of Education

Wheaton College Norton, MA
Bachelor of Arts

ADMINISTRATIVE EXPERIENCE

Interim Executive Director of Student Services Hingham, MA
Hingham Public Schools

- Create system-wide change post pandemic issues
- Support the department and coordinate efforts with new Strategic Plan
- Responsible for working with all Principals to ensure legal mandates met in all buildings
- Overhaul system of programming PreK-High School
- Institute procedures and processes in order to calibrate services district-wide
- Work with families to instill a sense of trust
- Advised Superintendent on next steps on Student Service topics as well as other areas as requested
- Responsible for reorganization of Student Services Department

Interim Director of Special Education Wayland, MA
Wayland Public Schools

- Create an organizational structure for the Special Education Department
- Design programs to assist students with special needs to remain in the community
- Wrote first handbook for Special Education Department for the district
- Advised the Superintendent on budgetary items
- Realign Team Leader structure in order to ensure fidelity
- Responsible for Circuit Breaker, IDEA Grant, METCO grant, etc.

Director of Student Support Boston, MA
The Kingsley Montessori School

- Oversee all daily operations of Student Support
- Introduced recovery plan for students post remote learning
- Created reading plan for unified multisensory teaching
- Collaborated with all classroom teams guiding teaching
- Responsible for directing SEL support for students

Director of the Boston College Campus School
BOSTON COLLEGE

Newton, MA

- Realigned professional development training program
- Established mentoring program for new teachers
- Created new Transition Learning Center for students ages 16-21
- Awarded \$20,000 grant from Joy In Blue Foundation to build assistive technology
- Created School Culture Program and Introduced leadership opportunity for teachers enrolled in university leadership program

Superintendent of Schools
COHASSET PUBLIC SCHOOLS

Cohasset, MA

- Manage eighteen-million-dollar budget
- Created technology plan with shared resources to reduce overhead
- Oversaw reorganization of leadership team
- Produced two Strategic Plans
- Built first collaborative relationship among all town departments in two decades
- Fortified K-12 curriculum alignment with common core standards
- Responsible for raising all schools to Level I within DESE designation

Assistant Superintendent for Pupil Personnel Services
MILFORD PUBLIC SCHOOLS

Milford, MA

- Responsible for multimillion dollar budget and cost containment
- Created system-wide professional development opportunities in curriculum and instruction
- Assisted elementary principals in reorganization to enhance RTI implementation
- Worked in conjunction with curriculum supervisors to address AYP
- Created first preschool program in the country offering iPads® to students for instructional use
- Advised the Superintendent on curriculum, special education, and leadership initiatives

Director of Special Education
ARLINGTON PUBLIC SCHOOLS

Arlington, MA

- Provided instructional leadership resulting in improved student achievement
- Developed inclusionary programs in all schools
- Managed multi-million-dollar budget
- Served as advisor to superintendent in curriculum and special education matters
- Conducted interdepartmental reading training at the elementary level

Special Needs Coordinator
CAMBRIDGE PUBLIC SCHOOLS

Cambridge, MA

- Developed professional development opportunities for all staff
- Served on the literacy committee of CPS and Harvard GSE
- Responsible for the implementation of technology across the district
- Served on Instructional Council providing leadership for teaching and learning
- Created and oversaw professional development for co-teaching at the secondary level
- Responsible for grant writing

ADDITIONAL EXPERIENCE

Reading Specialist
DEDHAM COUNTRY DAY SCHOOL

Dedham, MA

Educational Consultant
Educational Solutions

Needham, MA

Barbara Calaido 3 Interim Director of Student Services SUDBURY PUBLIC SCHOOLS	Sudbury, MA
Interim Assistant Director of Student Services WESTON PUBLIC SCHOOLS	Weston, MA
Reading Specialist SHERBORN PUBLIC SCHOOLS	Sherborn, MA
Co-Teacher of the Learning Program NEWTON PUBLIC SCHOOLS	Newton, MA
Special Education Instructor FRAMINGHAM PUBLIC SCHOOLS	Framingham, MA

NOTABLE ACCOMPLISHMENTS

- Created a sustainable technology plan for the district that entails a full rollout to students over two years
- Established RTI program to assist with enhancing classroom experience for struggling learners
- Saved more than one million dollars from special education budget by restructuring services and creating programs to reduce out of district participation
- Served as expert witness for Public Schools in special education cases
- Worked in collaboration with the Reading Coordinator/principal, the system instituted a structured reading program at the elementary level in both special education and the general education setting to reduce special education referrals as a means to address RTI
- Created menu of professional development for both regular education and special education teachers resulting in increased inclusion in the classroom and reduced referrals
- Produced study skills curriculum for the secondary level
- Chosen as stakeholder in development of Massachusetts District Guidelines for Dyslexia and other Learning Disabilities
- Trained in Wilson Reading System, Fundations, Project Read, Alphabetic Phonics, and Executive Function Skills

RECENT PRESENTATIONS

- **Executive Function Skills: Classroom Activities to Train Students**
Wayland Public Schools, Wayland, MA February, 2023
- **Executive Function Skills to Assist Parents at Home**
Veritas Christian Academy, Wayland, MA January, 2023
- **Executive Function Skills for Teaching Assistants, Part II**
Wayland Public Schools, Wayland, MA January, 2023
- **Executive Function Skills in the Classroom for Teaching Assistants**
Wayland Public Schools, Wayland, MA August, 2022
- **Executive Functioning: Post Pandemic in the Montessori Classroom**
Kingsley Montessori School, Boston, MA August, 2021
- **Executive Functioning: Implications for Teaching and Learning**
Massachusetts Secondary School Administrators Association, Franklin, MA, January, 2017
- **Working with Students with Behavioral Issues**
Brookline Public Schools Professional Development Consultant, Brookline, MA, December, 2016
- **Working with Students with Neurological and Emotional Disorders**
Mansfield Public Schools Professional Development Consultant, Mansfield, MA, October, 2016
- **Overview of Disabling Conditions**
Wachusett Regional Public Schools Professional Development Consultant, October, 2016
- **Questioning and Checking for Understanding**
Saugus Public Schools Professional development, Saugus, MA, September, 2016
- **Creating Inclusive Schools**
Massachusetts Association of School Superintendents July, 2017

RELATED EXPERIENCE

- Massachusetts Association of School Superintendents Professional Development Committee

Barbara Cataldo 4

- Chair of the Board of Directors for South Shore Educational Collaborative
- METCO, Inc. Board of Directors
- Created first preschool program in the country offering iPads® to students for instructional use
- Harvard Graduate School of Education Learning Differences Conference presenter
- Guest lecturer at Lesley University and Lasell University
- Massachusetts Branch of the International Dyslexia Association presenter
- UNDERSTANDING OUR DIFFERENCES Guest speaker on Learning Disabilities
- Massachusetts Branch of the International Dyslexia Society Board Member at-large
- Masscue Spring Conference, "Engaging the Special Education Learner Through the iPad®"
- Expert witness in Special Education Hearings for Districts and Parents
- Guest lecturer at Boston College

MASSACHUSETTS CERTIFICATIONS

Administration: Assistant Superintendent/Superintendent, Special Education Administrator,

Special Education: Moderate Special Needs, N-12

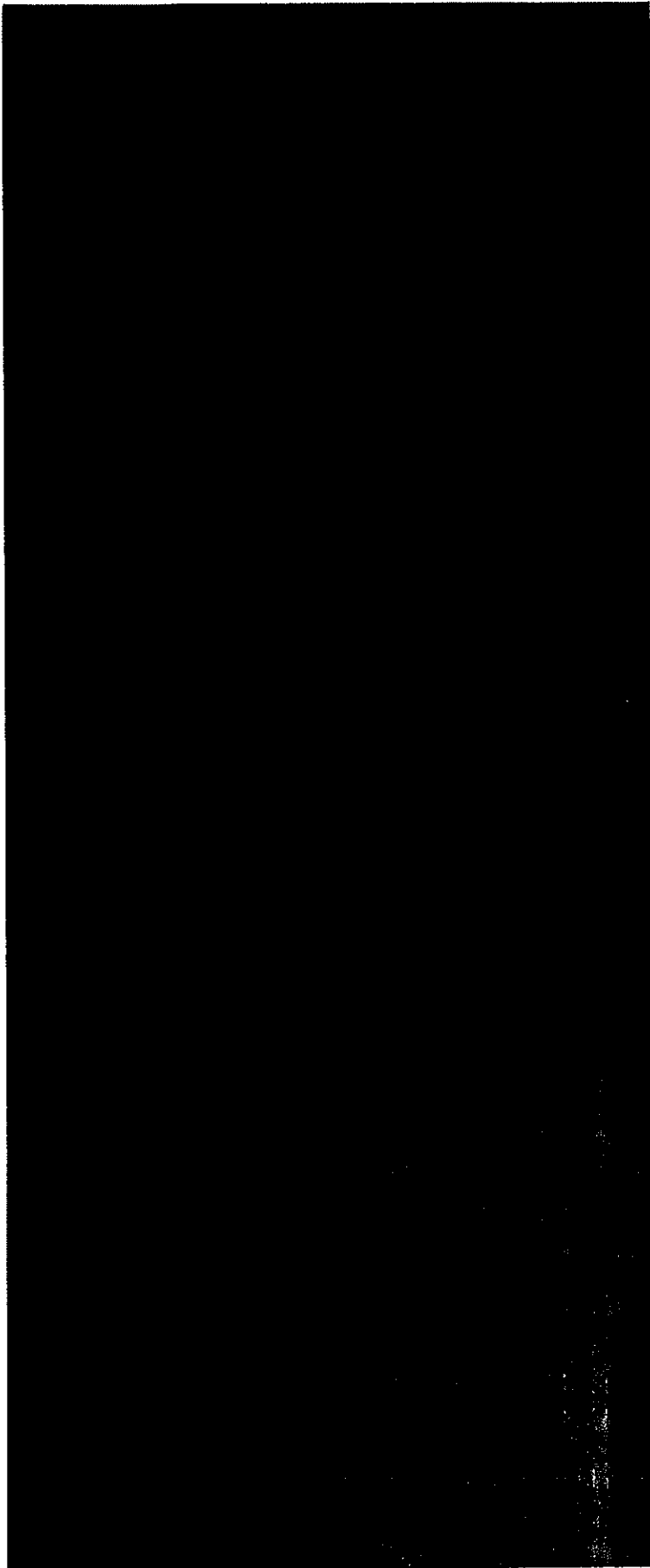
Regular Education: Elementary Education, K-8, Middle School, 5-9, Reading, K-12

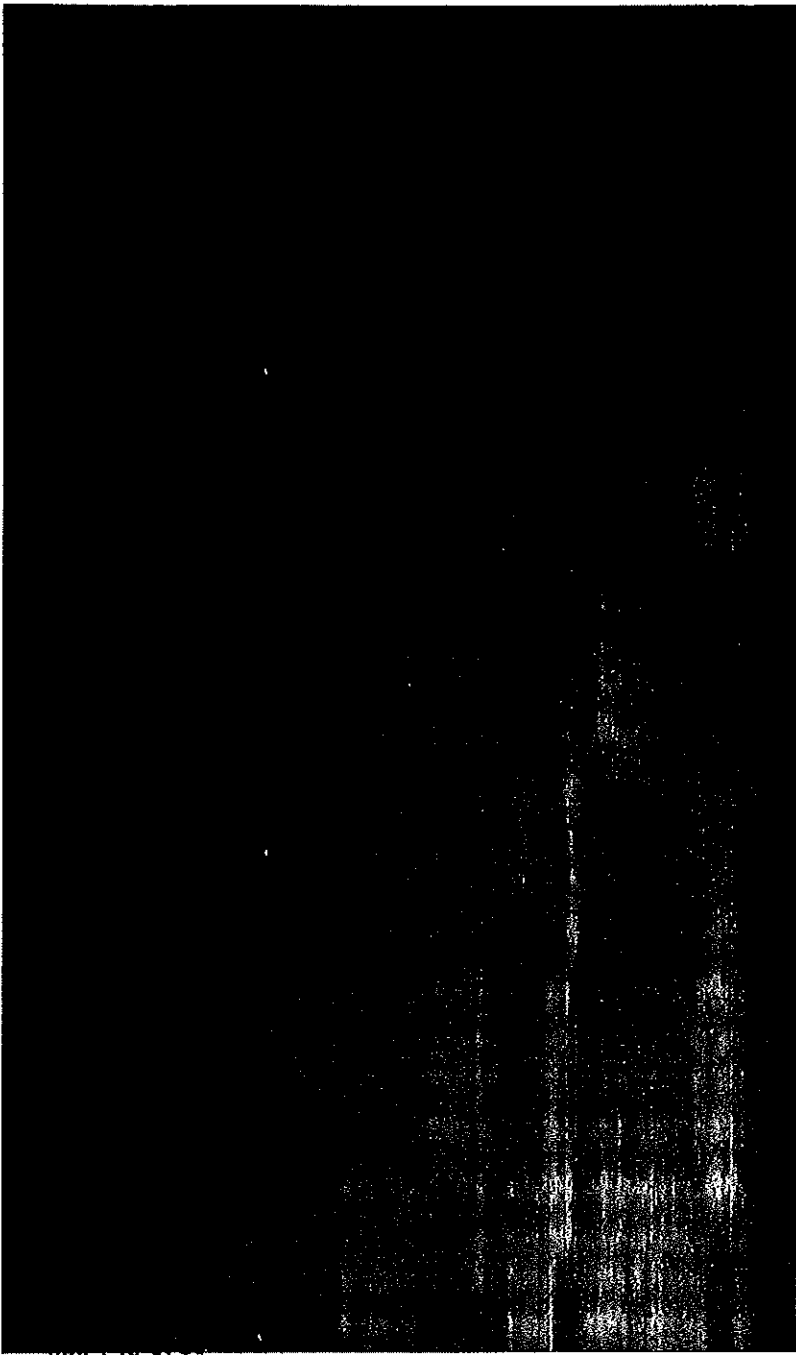
RHODE ISLAND CERTIFICATIONS

Administration: Superintendent of Schools, District Level Administrator-Special Education

PROFESSIONAL AFFILIATIONS

AASA, The School Superintendents Association
Massachusetts Association for School Superintendents
International Dyslexia Association
Massachusetts Administrators for Special Education
National Association of Independent Schools
American Montessori Association





Barbara J. Cataldo, Ed.D.

April 11, 2024

One McKinley Square
Boston, MA 02109

Dear Ms. Martin,

Please accept my credentials for the position of Interim Superintendent of Schools for the Marblehead Public Schools for the 2024-2025 school year. As an experienced interim central office employee, I have knowledge of the logistics that arise with being a short-term employee. The Interim Superintendent must have a proven record of leadership, steering districts through even the most difficult times, financially, emotionally, and academically by creating supportive and collaborative cultures.

As a retired Superintendent, I understand the position requires someone who can balance the complexity of demands while providing guidance and assurance to the community. For the last two years I have accepted roles in two high performing districts, like Marblehead, also encountering significant transition due to leadership changes, difficult contract negotiations, rising costs and expansive increases in special education. In each district, I partnered with the new superintendent and offered guidance and support during this post pandemic phase while ensuring a positive culture. The most important facet of this work has been to listen to the concerns and needs of the educators and the community and make myself available to support and direct the work of the strategic plan.

I recognize the extraordinary challenges facing many districts. In the last three years, districts have experienced unprecedented rising costs due to the social/emotional needs of students. The conclusion of the ESSER Funds has resulted in changes in staff numbers and reductions in materials. Partnering with the School Committee and collaborating with stakeholders builds the strong bonds necessary to move a district forward. I have had the opportunity to reflect on the Marblehead Public Schools FY25 budget and recognize similar trends to what I experienced last year in Wayland and this year in Hingham. I have decided I would like to return to the role of Superintendent offering my skill set that will support the entire community. I believe my strong relationship building skills, knowledge of high performing districts, and ability to build capacity will allow me to support the work for the 2024-2025 school year.

Cordially,


Barbara J. Cataldo, Ed.D.



WAYLAND * PUBLIC * SCHOOLS

[REDACTED]

November 18, 2022

To Whom It May Concern:

I am writing to recommend Dr. Barbara Cataldo for the position of Superintendent of Schools in your District. She is articulate, hard-working and an extremely knowledgeable professional in our field.

Dr. Cataldo is a passionate leader who collaborates with faculty and staff on specific instructional strategies, special education and areas in need of systematic support. Her knowledge and insight can help guide any conversation. Her special education knowledge is far and away her strongest asset. Whether it is leading IEP meetings or holding staff accountable for service and delivery, equity and rigor of instruction necessary for every child, Dr. Cataldo is second to none.

Dr. Cataldo has been working with me as the Director of Special Education for the Wayland Public Schools for the past year. She worked tirelessly to set high expectations for all students and to ensure that all the Special Education regulations are aligned with State guidelines. She implemented the new Special Education handbook and was instrumental in the implementation of our Educational Team Leader model (ETL), to name a few. Dr. Cataldo is a constant professional with a deep understanding of best practices, policies and procedures and a valued member of my Superintendent Leadership Team.

The ethical and moral dimensions of her leadership are without parallel, and without hesitation I recommend Dr. Barbara Cataldo for the Superintendency in your district with confidence reserved for only the very best.

If you have any questions or would like to discuss further please feel free to reach out to me.

Sincerely,

[REDACTED]

[REDACTED]



WAYLAND PUBLIC SCHOOLS

March 3, 2023

To Whom It Might Concern,

Dr. Barbara Cataldo has served as the Wayland Public Schools Interim Director of Special Education since last summer when I joined the central office staff. She has been responsible for an array of projects designed to improve the functioning of the department. Upon her arrival, the Special Education department had not had a regular director for six months. During this time the Superintendent of Schools served in dual roles trying to maintain order. When Dr. Cataldo arrived she quickly assessed the needs of the district during the summer and began the arduous task of implementing a structure that would restore order to the department.

Beginning with the summer, Dr. Cataldo promptly understood that the budget was strained due to an unexpected number of special education student departures either by the district or through unilateral placements. She has spent the year working in conjunction with myself trying to maintain order for both this year and next year. Throughout the many meetings and explanations asked of her, she has always offered solutions, even the most complex problems.

Dr. Cataldo is a consummate professional always making positive contributions in meetings. She excels as a collaborator, is passionate about public schools and takes a personal interest in the students and families she works with. She can recognize both the big picture and the details and excels as a problem solver. Dr. Cataldo is able to draw constituents together and work for a common resolution. One example of this is her ability to build programs that are both effective and serve as a cost saving mechanism for the district. She is able to look at problems from multiple angles in order to find answers. Additionally, Dr. Cataldo has put to use many of the skills she utilized as a Superintendent offering advice to the current Superintendent. The suggestions are reflective of where this district is in its process and offers a glimpse of where it will go. She remains calm in even the most difficult situations and shows respect for all constituents.

Dr. Cataldo shows empathy, compassion, respect, and an unending desire to create an equitable learning environment for all students. She listens and reflects before offering suggestions and takes into consideration multiple viewpoints before making a final decision. She has demonstrated repeatedly that she is a competent leader. Because she is serving in a one-year interim position, she is the ideal candidate for contributing to districts in Massachusetts in this manner but also has the ability to serve long-term. Even now, she is creating a long-term plan for the next permanent Director to assist them with moving forward. It has been a pleasure working with Dr. Cataldo.

Cordially,

Barbara J. Cataldo, Ed.D.

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Cambridge, MA

Wheaton College
Bachelor of Arts

Norton, MA

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Hingham, MA

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Dedham, MA

Educational Consultant
Educational Solutions

Needham, MA

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- | | |
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Saugus Public Schools Professional development, Saugus, MA, | September, 2016 |
| • <i>Creating Inclusive Schools</i>
Massachusetts Association of School Superintendents | July, 2017 |

RELATED EXPERIENCE

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Barbara Cataldo 4

- Chair of the Board of Directors for South Shore Educational Collaborative
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PROFESSIONAL AFFILIATIONS

AASA, The School Superintendents Association

Massachusetts Association for School Superintendents

International Dyslexia Association

Massachusetts Administrators for Special Education

National Association of Independent Schools

American Montessori Association

David L. Thomson, Ed.D.



Objective

To obtain a position that will maximize my experience in school leadership to improve district processes, increase student achievement, and excellence in our schools.

Employment

- 2017– Present **Norwood Public Schools, Norwood Massachusetts**
Superintendent of Schools
- 2014 –2017 **Blackstone Millville Regional School District**
Assistant Superintendent for Curriculum, Assessment, Technology, and ELL
- 2007 – 2014 **Raynham Middle School, Raynham, Massachusetts**
Principal
Curriculum Coordinator for Math grades 5-8
District Harassment Officer
- 2004 – 2007 **Qualters Middle School, Mansfield, Massachusetts**

Principal
- 2004 – 2007 **Massachusetts Department of Education**

Panelist
Underperforming School Review Panelist: worked with other panelists to determine if state intervention was needed to initiate student MCAS improvement. Analyzed school data, reviewed school improvement plan, conducted interviews, observed teachers, and deliberated with other panelists.
- 2000 – 2004 **Duxbury Middle School, Duxbury, Massachusetts**

Assistant Principal
- 1994 - 2000 **John J. Ahern Middle School, Foxborough, MA**
Science and Pre-Algebra Teacher
Administrative Internship 1999 – 2000
- 1989-1994 **Venerini Academy, Worcester, MA**
Lead Science Teacher
-



David L. Thomson, Ed.D.

Summers **Robsham Scout Reservation, B.S.A, Bolton, MA**
1995 - 2000 *Camp Director*
1989 *Program Director*
1985-1988 *Aquatics Director*
1982-1984 *Aquatics Staff*

Education

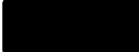
2010 – 2013 **Northeastern University, Boston, Massachusetts**


 Doctoral Program in Educational Leadership GPA 3.84


1993 – 2000 **Framingham State College, Framingham, Massachusetts**

 Masters in Educational Leadership GPA 3.89

Certification

Massachusetts Department of Education Certificate Number: 
• *Superintendent/Assistant Superintendent All Levels*
• *Principal/Assistant Principal Grades 5-9 and Grades 9 – 12*

Rhode Island Department of Elementary and Secondary Education Number 
• *Superintendent of Schools*



David L. Thomson, Ed.D.

Awards and Professional Activities

- Massachusetts Middle School Principal of the Year (2010)
- Principal Level One School, Raynham Middle School (2012, 2013)
- National Association of Secondary School Principals' (NASSP), Executive Board Member 2011- 2015
- President, Massachusetts Secondary School Administrators Association (MSSAA) 2010; Vice President and Executive Board Member (2005 – 2015)
- Eagle Scout, Boy Scouts of America
- Outstanding Eagle Scout, Mayflower Council, BSA
- Silver Beaver Award, BSA – highest award given to a council volunteer
- NAESP/NASSP Teacher Evaluation Committee
- Massachusetts Association of School Superintendents (MASS) Summer Executive Institute presenter (DEIB), Member of the Professional Development Committee
- Massachusetts Secondary School Administrators' Association (MSSAA) Summer Convention Presenter (Educational Leadership for Teacher Learning and Improvement, Advisory Programs, Professional Learning Communities, Middle Level Math)
- Who's Who in America 2020
- Association for Supervision and Curriculum Development (ASCD) Member (since 2002).
- Learning First Alliance National Summit Participant (March 2007). Worked with other invited educational leaders in a nation-wide effort to develop a vision for public schools in the 21st century.
- Completed coursework in *Observing and Analyzing Teaching (OATS)* and *The Skillful Leader* through Research for Better Teaching
- Served as District Restraint Trainer (ANV certified)
- Completed coursework in *Understanding by Design* and *Universal Design for Learning*
- Worcester State University and American International College – Adjunct Professor

David L. Thomson, Ed.D.

Highlights

Norwood Public Schools *Superintendent of Schools*


2017 – Present

- Oversee entire school district operation of 3,500 students, 477 employees and a 54-million-dollar Budget
- Facilitated the development and implementation of a five-year strategic plan and the development of the yearly action plans, and progress monitoring and reporting to the community
- Implemented Curriculum and Instructional improvements, including, expanded AP, career pathways programs, response to intervention and progress monitoring, trauma-informed instruction, and culturally response instructional practices
- Worked closely with the School Committee to set and achieve yearly district goals aligned with the strategic plan
- Passed a property tax increase campaign (Operational Override) that was the largest in the state and passed by 75%
- Passed a debt exclusion override to build a new 158-million-dollar middle school
- Oversee building project now in the construction phase
- Orchestrated significant investment in curriculum and instructional methodology
- Brought Assessment and intervention systems to the Norwood Public Schools
- Conducted an Equity Audit of the district and implemented Equity Goals into the strategic plan
- Implemented culturally responsive teaching practices enrolled in REDI Leadership for DEI program
- Facilitated technology integration and one to one computing grades in one to twelve
- Revised budget process for transparency and clarity to engage stakeholder's and build trust and support in the community
- Rebuilt administrative team on core belief of teamwork, collaboration, and support for the mission of the district
- Blue Ribbon School Prescott Elementary 2020
- Mentored Massachusetts State High School Principal of the Year 2022

Blackstone Millville Regional School District

2014 - 2017

Assistant Superintendent for Curriculum, Assessment, and Technology, ELL Director

- Oversee district wide curriculum improvement including mapping, development using Understanding by Design, implementation of new Math programs, and integration of technology into instruction
 - Oversee district ELL Programming and staffing
 - District budget development including planning, prioritizing, presenting to school committee, town officials, and town meeting
 - Development of District Determined Measures, teacher evaluation process, and professional development
 - Supervise all district grants and federal programs
 - Supervise, mentor, and evaluate all principals
- 

David L. Thomson, Ed.D.

- Mentored Massachusetts Middle School Principal of the Year 2016
- Collaborate with the Superintendent in the oversight of district operations, facilities, and union negotiations

Raynham Middle School, Raynham, Massachusetts

2007 – 2014

Principal

- Massachusetts Middle School Principal of the year 2010, NASSP Executive Board Member 2011-15
- Level One School 2012, 2013

Administration

- Member of the District Strategic Planning Committee, Superintendent Search Committee, Curriculum Development committee, District Wide School safety committee, Professional Development Committee, and the Textbook Review Committee.
- District Harassment Officer 2008 - 2014

Professional Development

- Develop teacher leaders to assist in the educational leadership of the school and facilitate the implementation of school and district initiatives.
- Implemented Professional Learning Communities that examine student work through common assessments and benchmarks, in forming the implementation of instructional strategies and differentiated instruction to ensure students' academic success.
- Developed intervention process for underperforming students including tier one and two intervention strategies.
- Provide Leadership in implementing effective best practices to assure maximum learning for the 21st century. Revised the master schedule to maximize time on learning, and increased collaboration between staff to facilitate school improvement, increase technology use, and student engagement.
- Lead staff development in the areas of differentiated instruction, Understanding by Design, common assessments, writing for open response questions, and examining student work.

Curriculum Oversight

- Assist the leadership of the curriculum department through facilitating professional development, conducting curriculum meetings and representing the district at area meetings.
- Oversee the middle school math curriculum and implementation of new materials, including adoption, professional development, and assessment of progress.
- Develop a yearly comprehensive, school-wide MCAS improvement plan based on the critical review of MCAS data, established goals, and benchmarks for school improvement.
- Develop school-wide benchmarks to measure student progress and inform improvement planning.

Qualters Middle School, Mansfield, Massachusetts

2004 – 2007

Principal

- Provide Educational Leadership for a large (1220 student) suburban middle school. Created a culture of Professional Learning Communities, common assessments, data informed instructional practices, supervise curriculum development (Understanding by

David L. Thomson, Ed.D.

Design) and alignment to State standards, established vision for Mathematics Instruction based on training in Lenses on Learning program.

- Established a teacher committee for professional development, curriculum development and review cycle, and worked with the department chairs collaboratively in yearly budget preparation.

Duxbury Middle School, Duxbury, Massachusetts
2000 – 2004

Assistant Principal

- Chaired subcommittees of the school transition team

John J. Ahern Middle School, Foxborough, MA

1994 - 2000

Science and Pre-Algebra Teacher

- Taught seventh grade Life Science, General Science, and Pre-Algebra. Member of curriculum development team, implemented the state Science and Technology frameworks. Peer tutor for other teachers, incorporating computer technology into their classes.
- *Administrative Internship 1999 – 2000*
- Coordinated furniture purchasing for new middle school, assisted with student discipline, facilitated peer supervision by teachers, coordinated move into new school building, and developed team teacher schedules for the next school year.

Venorini Academy, Worcester, MA

1989-1994

Lead Science Teacher

Taught Life Science, Physical Science, Earth Science, and Mathematics; coordinated the school's overall science program, which involved facilitating and suggesting demonstrations, supplying materials, organizing science fairs and acting as a resource on science teaching techniques for other teachers.

Robsham Scout Reservation, B.S.A, Bolton, MA

1995 – 2000

Summers

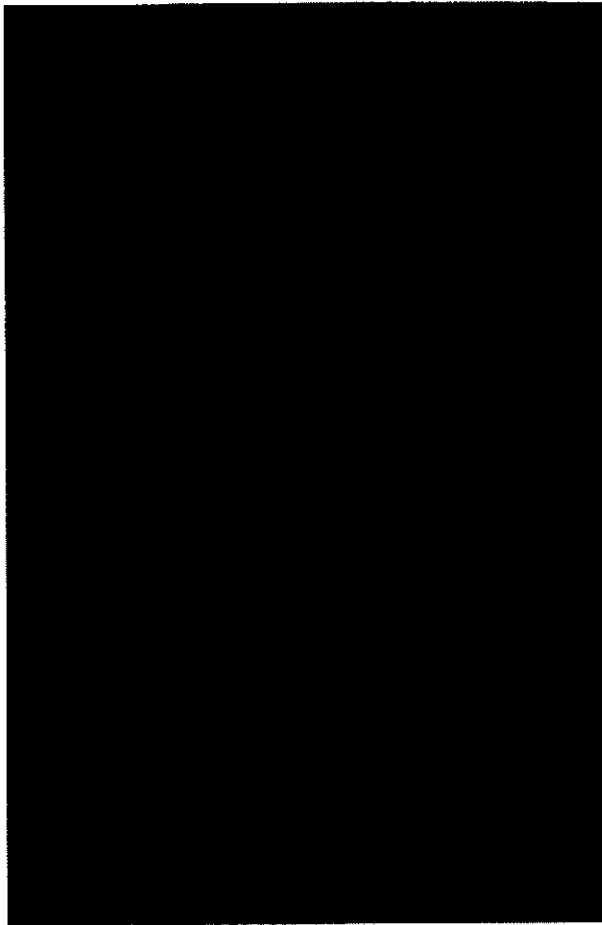
Camp Director

- Administered the entire camp operation, which involves; hiring, training, and supervising staff; budget planning and implementation; ensuring safe programs; and compliance with health and safety standards.



David L. Thomson, Ed.D.

References



David L. Thomson, Ed.D.

March 27, 2024

Selection Committee,

I am writing in response to your posting for the Interim Superintendent of the Marblehead Public Schools. I have served as the Norwood Superintendent for six and a half years. I possess the experience and breadth of knowledge to advance the organizational effectiveness of the district, improve student achievement, and develop curriculum and instruction that advances the Marblehead Public Schools.

I have invaluable experience as a Superintendent who develops a cohesive team focused on student achievement and effective and transparent governance that builds confidence and trust in the community. My core values are focused on educating the whole child in a safe and nurturing environment. My values manifest themselves in an enduring focus on the classroom and our student's experience and access to high-quality learning opportunities. As Superintendent, I have led work in establishing academic opportunities focusing on equity to meet all learners, including expanding our Advance Placement opportunities and tiered support systems and creating career pathway programming that engages students and facilitates deeper learning in future areas of study and work.

My belief in shared leadership has manifested in team-based decision-making focused on the district's goals. Through this approach, we have improved financial processes, transparency with the community, and a comprehensive strategic plan focused on multiple aspects of district improvement. I practice an inclusive and highly communicative governance style that continually incorporates school committee members, community members, teachers, staff, and parents working together to improve our schools and district. I am a tireless, dedicated, motivated leader who keeps the students' best interests at heart while articulating the needs of my learners, staff, and district.

Although I earned a doctorate in Educational Leadership from Northeastern University and was named the 2010 Massachusetts Middle School Principal of the Year, I continue to learn and improve through professional development and mentoring new school leaders. I strongly believe in the value of being a lifelong learner and setting an example for others.

If you feel that my resume reflects your expectations for this position, I would appreciate the favor of an interview. Thank you for your time and consideration.

Sincerely,

David L. Thomson



September 2023

To Whom It May Concern,

I had the privilege of serving on the Norwood School Committee during a transformative period when I had the opportunity to collaborate closely with our Superintendent, Dr. David Thomson. Dr. Thomson, in his role as Superintendent, exhibited outstanding communication skills and displayed empathetic leadership qualities during a period of considerable challenges within our district. His leadership was a tremendous asset to our diverse educational community, comprising a preschool, five elementary schools, a middle school, and a high school.

Upon assuming office in 2018, our district was confronted with a daunting budget deficit. Unlike many other towns in Massachusetts, Norwood had never passed a budgetary override. Responding to the request of the school committee, Dr. Thomson meticulously developed not one but two comprehensive budgets. The first budget, a continuation budget, entailed severe staff reductions and eliminating all co-curricular activities deemed necessary to maintain our academic accreditation. Given the mandate for balanced school budgets, we reluctantly approved this budget, a decision marked by emotional anguish as we considered the staff members facing layoffs and the lasting impact on our students resulting from these cuts.

The second budget presented a hopeful vision, advocating for a modest budget override. This override, if approved, would not only preserve our experienced staff but also propel our district forward after years of stagnation. It promised to provide Chromebooks for every student, refresh the curriculum, and offer ample adjustment counselors to address the social and emotional needs of our students. Dr. Thomson astutely recognized these essential needs and crafted a compelling plan, articulating why additional resources were imperative to confront our challenges successfully.

Dr. Thomson dedicated considerable time attending finance meetings, budget deliberations, and selectmen meetings to convey this vision for our district's future. His responses to inquiries were marked by expertise and unwavering patience. Finally, a ballot measure for the budget override was approved by Town Meeting, with the vote scheduled for June 3rd, 2019. The override passed by an overwhelming margin of 3 to 1, an unprecedented achievement in Norwood's history.

The override bestowed upon our district the flexibility to hire staff according to our strategic plan, sparing us from the perpetual task of searching for items to cut when mandated staffing was necessary. It also empowered us to renegotiate union agreements that had remained unaltered for extended periods before Dr. Thomson's tenure. Dr. Thomson and I successfully negotiated four contracts with our union partners. I found Dr. Thomson's negotiation style to be collaborative, empathetic, and positive while simultaneously fulfilling his fiduciary obligations to the town and allgning with the objectives established by our School Committee.

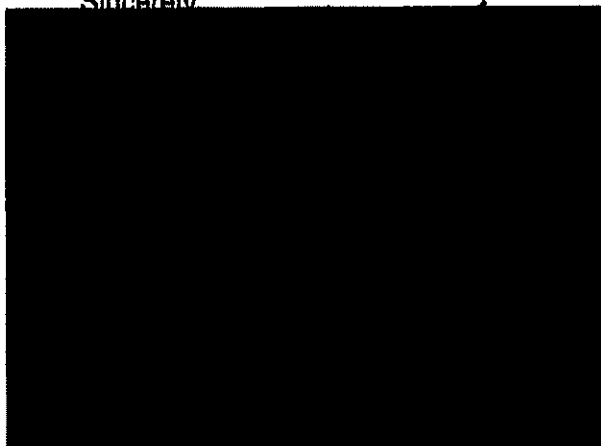
During this period, Dr. Thomson demonstrated unwavering commitment to our Middle School Building Committee, assuming responsibility for budgeting, compiling, and presenting all necessary information to the Massachusetts School Building Authority and the town. Remarkably, a significant portion of this work was carried out during the challenging backdrop of the COVID-19 pandemic. In 2022, following the conclusion of my term, thanks in large part to Dr. Thomson's dedication, Town Meeting voted 153-1 in favor of a debt exclusion override, paving the way for the construction of our new middle school.

As previously mentioned, we were fortunate to have Dr. Thomson as our Superintendent during the COVID-19 pandemic. His pragmatic approach to maintaining full engagement in our district allowed us to navigate the transition to online learning and remote instruction effectively. Additionally, he collaborated closely with our food services department to ensure that meals were provided to students and families in need.

I am honored that Dr. Thomson has entrusted me with the task of composing this letter of recommendation. His tenure in Norwood coincided with unprecedented challenges, and he not only surmounted these obstacles but flourished amidst them. He played an indispensable role in the advancements we achieved in staffing, curriculum development, student achievement, information technology, and infrastructure.

Should you wish to discuss any specific details regarding my collaboration with Dr. Thomson, please do not hesitate to contact me via text, phone, or email.

Sincerely,



September, 2023

To whom it may concern,

It is my honor and pleasure to write this letter of recommendation for Dave Thomson, currently the Superintendent of Schools in Norwood, Massachusetts. I have known Dave for over 15 years; we first served together as Board Members for the Massachusetts School Administrators' Association and have remained in contact through the years. After I retired as a Principal in 2020 Dave hired me in Norwood, first as a Program Manager, overseeing aspects of a middle school building project, and then as the District's first Director of Strategic Initiatives. I have also done some policy and handbook work for the schools recently.

Dave's wealth of experiences in education make him a premier candidate for any executive position within your District or organization. From teacher to principal to Superintendent Dave has graciously moved through the ranks. His tenure at Norwood defies the state and national average for longevity of superintendents.

While in Norwood I got a glimpse into the world of the Superintendent's office and scope of responsibilities and watched with respect and admiration as Dave deftly navigated the "buckets" of student learning, budgets, teacher contracts, local politics, a Covid response and more. Dave's accomplishments in Norwood are too numerous to mention but I would be remiss if I didn't highlight a few.

Under Dave's leadership the School District and Town are currently building a new middle school that is scheduled to open in the Fall of 2025. Dave was instrumental in building consensus and supporting the District and Town through the rigorous and arduous MSBA process. Once opened, the middle school will see a new grade configuration, transitioning from a grades 6-8 school to a grades 5-8 school. Dave's work in shepherding these changes through a lengthy process with the School Committee, parents, and school personnel deserves recognition.

Norwood's response to the pandemic was also noteworthy. With clarity and support the Norwood Public Schools were able to begin online learning almost immediately. They then made a smooth transition to blended learning and then finally committed to an in person learning model before most Districts responded in kind. Dave's ability to lead the work with all constituencies to ensure that student and staff safety was of paramount importance while providing an accessible education to all students is commendable.

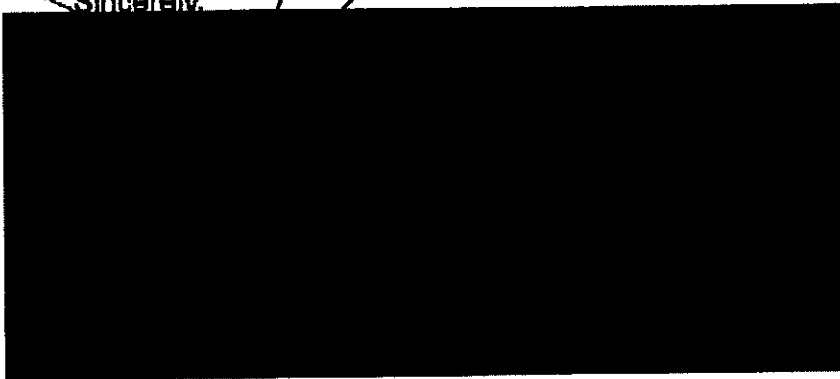
Dave has also deftly rebuilt his administrative team, replacing a retiring Assistant Superintendent who had been with the District for many years, and advocating for and securing a second Assistant Superintendent position. Has has hired several new school principals and a Budget Director who all still remain with the District. He also hired a new High School Principal, who became Principal of the Year for Massachusetts two years ago.

Dave is adept at listening to others, gathering data, and making sure whatever decision is made is good for students first. He understands people and their needs. He responds accordingly.

I look forward to seeing what Dave does next.

Please do not hesitate to contact me with any questions or concerns.

Sincerely,





July 2023

To Whom It May Concern:

I am writing this letter of reference for **Dr. David (Dave) L. Thomson** whom I had the pleasure to work with for six years (2017-2023) as his Assistant Superintendent for Curriculum, Instruction, and Assessment for the Norwood Public Schools in Norwood, Massachusetts.

As his resume indicates, Dave has worked for many years as a teacher, school principal, and as an Assistant Superintendent for Curriculum, and this experience has given him a solid foundation for being an effective Superintendent. Dave knows what it takes to run an effective school system that works for students. He always puts students first and is a proponent of innovation.

Dave's biggest achievement in my opinion was strongly advocating and rallying support for Norwood's first Prop 2 ½ operational override in 2019. This effort took a huge amount of work with the School Committee, Town's governing boards (Selectmen, Fin Com, etc) and the community as a whole to build trust in the school system and demonstrate the overwhelming need for an override. Thanks to Dave's efforts, the override passed overwhelmingly and the school system established a curriculum renewal cycle that had been put on hold for many years, and new programs were implemented in math, ELA, science, history, and SEL. The override also gave our faculty a huge morale boost after years of drastic budget cutting.

Another achievement of Dave's is his ability to hire excellent new administrators: several principals, Business Manager, Student Services Director, three elementary curriculum coordinators, and an EL Director. Together we built a top-notch administrative team and launched a comprehensive district-wide equity audit that is now an integral part of the district's strategic plan. Having hired good people and having established a collegial rapport with his team, Dave delegates effectively, and then trusts them to do what they do best. He always supported my work and the ideas I brought to the table.

Then there was COVID! Dave effectively managed the school system through the awful COVID years (2020-22) and helped put in place a Remote Learning Academy that

enabled us to keep all of our students engaged in learning outside of school. The pandemic again required Dave to work collaboratively with Town government and the Health Department to put a host of safety measures in place (vaccination, masking, and social distancing rules and regulations). Fortunately, Norwood had very few opponents to these measures, and Dave worked effectively with the School Committee to manage them. Dave is a good problem-solver and has supported our Student Services Director and principals through many challenging circumstances over the years in dealing with various legal, disciplinary, and family issues. He has worked hard to keep the School Committee informed about critical matters.

In closing, Dave always has a pleasant disposition in working with others and often uses humor to ease tensions. I have enjoyed working with Dave and would highly recommend him for another superintendency. Please feel free to call me at [REDACTED] if you would like to discuss anything further.

Sincerely,

[REDACTED]

Michael Pfifferling

Assistant Superintendent, Finance and
Operations

Contact

Address

Groveland, MA, 01834

Phone

E-mail

.com

April 11, 2024

Julia Ferreira

Marblehead Public Schools
Marblehead, MA 01945
ferreira.julia@marbleheadschoools.org

RE: Assistant Superintendent of Finance and Operations

Dear Assistant Superintendent Ferreira,

As an ambitious professional with collaboration proficiency and extensive Finance and Operations experience, I was thrilled to learn about the Marblehead Public School Assistant Superintendent of Finance and Operations position. I was compelled to contact you with my interest as it would a career highlight to be considered for such an opportunity with the Marblehead Public Schools. I believe that my professional background and industrialist drive make me an ideal candidate to fill this position.

I thrive in high-pressure and fast-paced situations, striving for positive results by applying my strategic planning and operations design and implementation abilities. Further, I possess expertise in relationship building and acumen for maximizing performance and inspiring colleagues. I am able to visualize success and identify unconventional yet highly effective strategies for achieving it.

I have skillfully balanced organizational objectives and productive relationships, strategizing and recommending ways in which to achieve and maintain a competitive business edge. My communication and decision-making talents have supported my professional growth.

Enclosed, please find my resume for your review. I will look forward to hearing from you in the near future so we can discuss the next step in your hiring process. In closing, thank you for your time and consideration of my candidacy.

Sincerely,
Michael Pfifferling

Michael Pfifferling

Assistant Superintendent Of Finance And Operations

Professional individual with strong relationship building skills, finance, operations and leadership. With over 30 years of professional experience, successfully led sales, finance and operations groups. Greatest strength is ability to build teams and lead those teams through core values, respect, and appreciation. Seasoned Finance and Operations Administrator bringing demonstrated safety management and performance optimization skills gained during experience in educational and business settings. Deliver in-depth training and mentoring to help each improve abilities and advance work quality. Dependable, hardworking and level-headed in addressing diverse problems.

Contact

Address

Groveland, MA 01834

Phone

[REDACTED]

E-mail

[REDACTED].com

Twitter

@MikePfiff

Skills

Budget creation

Safety and security procedures

Academic administration

School event coordination

Standards of excellence

Staff Development

Work History

2019-08 -
Current

Assistant Superintendent Finance & Operations

Haverhill Public Schools, Haverhill, MA

- Reporting to Superintendent of Schools, oversee all aspects of:
Budget
Payroll
Information Technology
Facilities - In House, Contractors and Building Projects
Custodial Services
Food Service
Security
Transportation

2012-10 -
2019-08

School Business Administrator

Wakefield Public Schools, Wakefield, MA

- Reporting to Superintendent of Schools, oversee all aspects of:
Budget
Payroll

Process improvements
Educational staff supervision
Community Relations
Policy and procedure adherence
Codes of conduct
Relationship building and networking

Information Technology
Facilities
Custodial
Food Service
Security
Transportation

**1999-10 -
2012-09**

District Manager

RISO Inc, Danvers, MA

- Managed Northern United States Sales territory supporting independent dealers with marketing, technology and sales support of document management solutions
- Directly responsible for P&L for district
- 2 years as Branch Sales Manager for Boston market
- 3 years of experience in Product Marketing department
- 3 years of Sales Administration / dealer contracts department
- 2 years in Customer Service department

Education

**2022-01 -
2024-05**

Master's degree: Educational Leadership

Worcester State University - Worcester, MA

**1998-09 -
2020-05**

Bachelor's degree: Business Management

Southern New Hampshire University - Manchester, NH

**2019-09 -
2022-06**

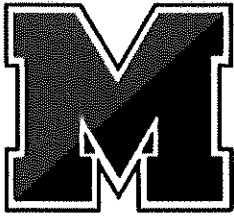
Assistant Superintendent Leadership Seminars (I, II And III)

Massachusetts Association of School Superintendent - Massachusetts



Certifications

2019-06	Superintendent / Assistant Superintendent License
2022-06	Assistant Superintendent Leadership Series
2014-04	Massachusetts Certified Public Purchasing Official (MCPPO)



Marblehead Public Schools

9 Widger Road
Marblehead, Massachusetts 01945
Phone: (781) 639-314

Dr. Theresa B. McGuinness
Interim Superintendent of Schools

Ms. Julia Ferreira
*Assistant Superintendent of
Teaching & Learning*

Ms. Patricia Bell
Interim Director of Student Services

Memorandum

To: Marblehead School Committee
From: Theresa B. McGuinness, Ed.D, Interim Superintendent
RE: Assistant Superintendent of Finance and Operations, *Finalist*
Date: May 1, 2024

Staffing Update

The Interim Superintendent is recommending **Mr. Michael Pfifferling** ([resume](#)) as the finalist to the School Committee for consideration of appointment as Marblehead Public Schools' **Assistant Superintendent of Finance and Operations** for the 2024-2025 school year. Mr. Pfifferling dedicated the early part of his career to fulfilling roles within the business industry, gaining experience and insight, which he later applied toward his positions as the leader of finance and operations at the public school district level. For the last 12 years, Mr. Pfifferling has proven to be an impactful leader in public school districts (Haverhill and Wakefield), gaining a depth of experience in both town and city operations. Currently, Mr. Pfifferling holds the role of Assistant Superintendent of Finance and Operations in the Haverhill Public Schools, overseeing 17 schools with nearly 8,000 students. As one of his references shared, Mr. Pfifferling has a "*wide-breadth of experience, from finance, food services, transportation, and operations. He is very personable and builds strong working relationships.*"

Mr. Pfifferling earned a Bachelor's degree in Business Management from Southern New Hampshire University and a Master's degree in Educational Leadership from Worcester State University. Additionally, he holds all necessary licenses and certification for this position. Mr. Pfifferling has our strongest recommendation to the School Committee to be appointed Assistant Superintendent of Finance and Operations.