Weymouth Public Schools

Strong Schools · **Strong Community**

Administrative Compensation Committee

May 23, 2019

Table of Contents

- The Challenge

- Educational Leadership

- The Data

- Recommendation

- Q&A

The Challenge

"Weymouth has experienced many leadership changes since the untimely passing of Superintendent Livingstone in 2011: superintendents, assistant superintendents, special education administrators, and business managers.

In the 2017-2018 school year, there are at least 8 interim positions at the district and building level, not all of which are shown on the organizational chart. This writer's experience in several school districts is that school and central office culture, trust, and efficiency are all seriously hampered by lack of longevity (5+years) in the leadership positions."

(Bent Report, December 2017)

Educational Leadership

"School leadership is second only to teacher quality."

"School leadership is becoming increasingly more important."

"School leaders are skilled at making their teachers better teachers."

"More than half of a schools impact on student gains can be attributed to both principal [25%] and teacher effectiveness[33%]"

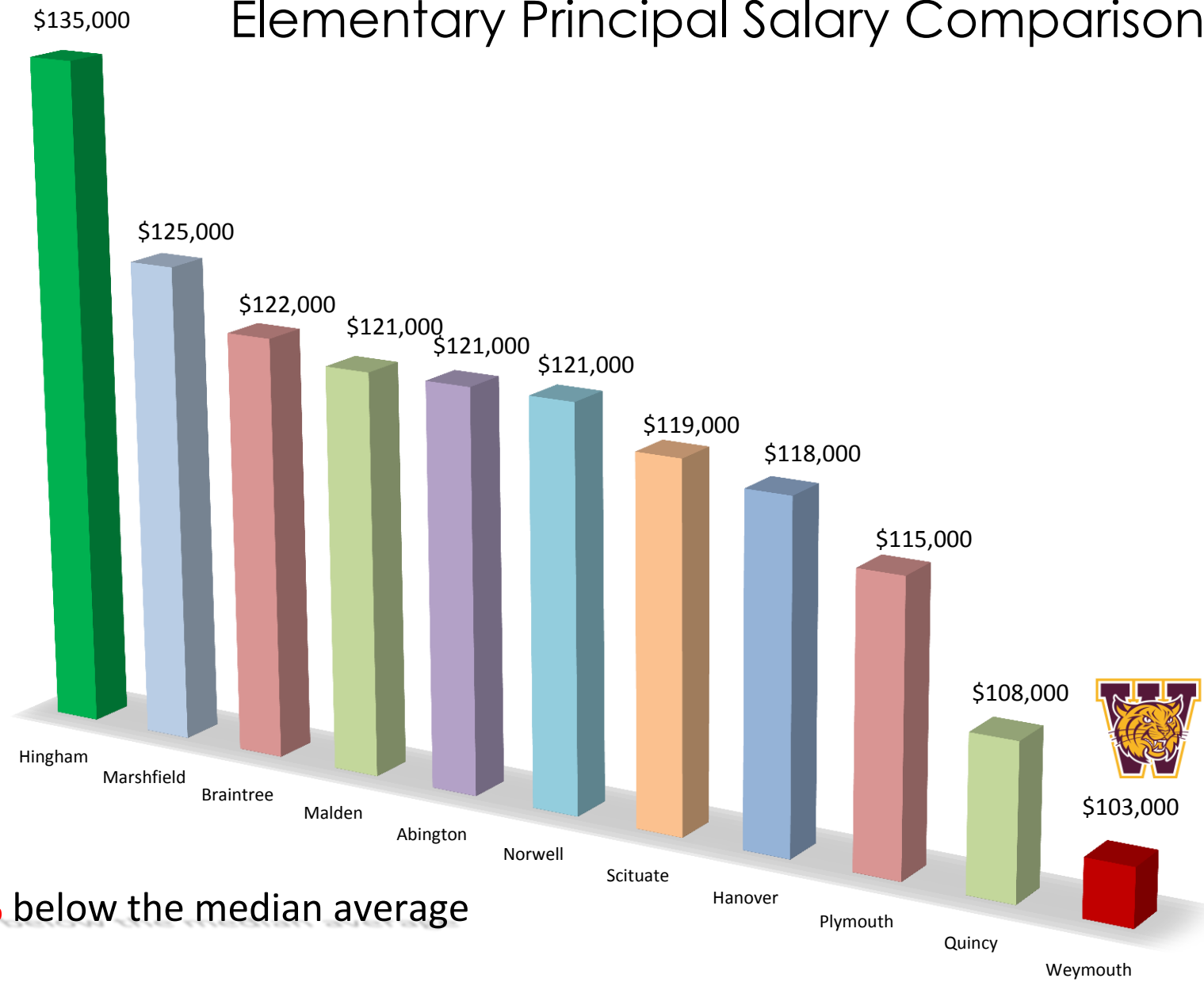("Why School Leadership Matters", Hechinger Report, March 3, 2019)
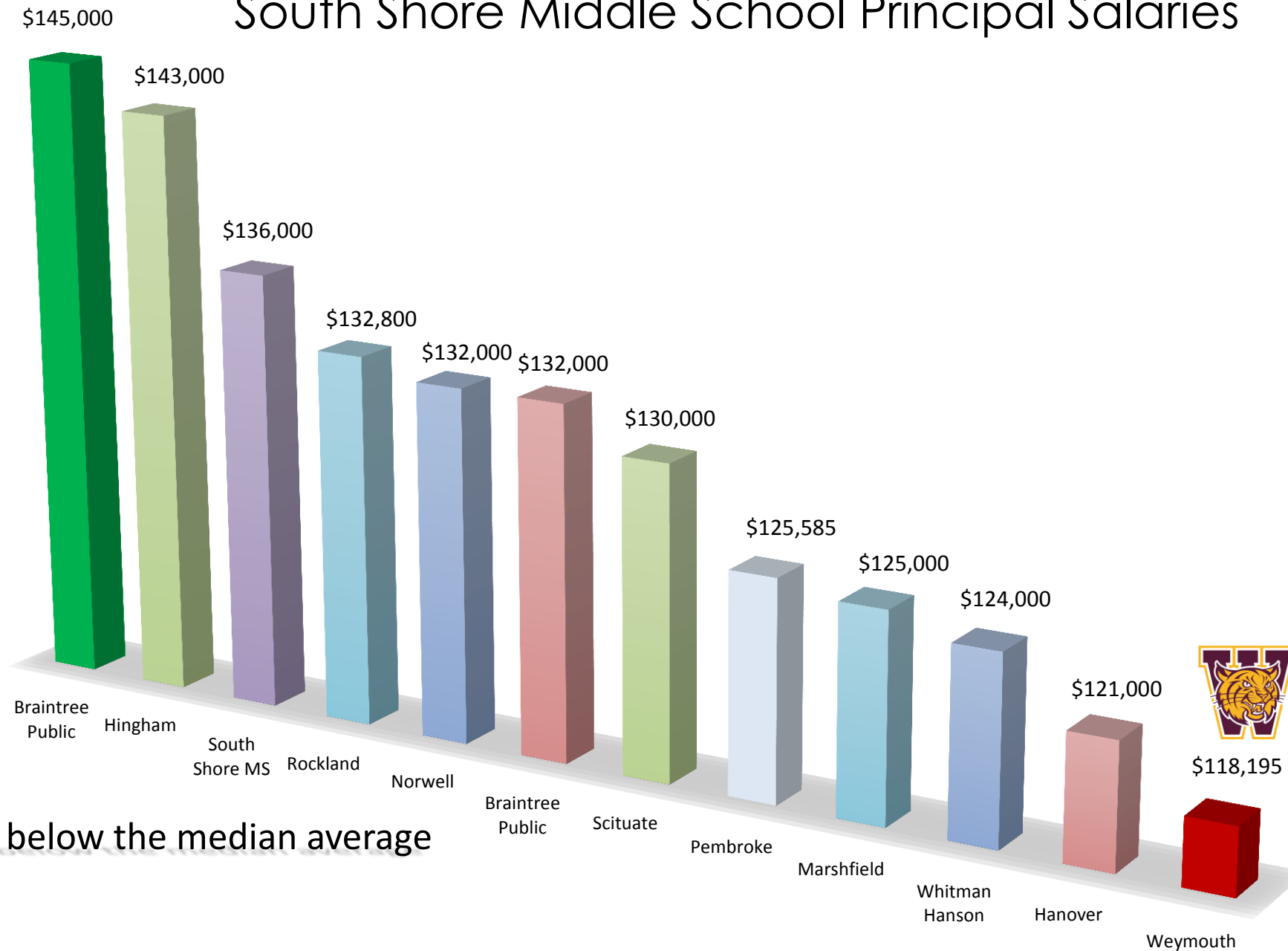
The many hats of an educational leader…

Manage Facility	Supervise	Professional Development
Evaluate	Support Students and Parents	Ensure Educational Access
Direct Traffic	Scheduling of Students/Staff	Safety and Security
Investigations	De-escalation	Educational Leader
	Growing staff skills	

Investigations	Education Law	Civil Rights
Finance/Budget	Grants	Title 1
IDEA	ADA	MGL Ch. 71
DCF, 51A	IEPs and 504s	Law Enforcement
McKinney-Vento	Title IX	

The Data

Elementary Principal Salary Comparison

$135,000 — Hingham
$125,000 — Marshfield
$122,000 — Braintree
$121,000 — Malden
$121,000 — Abington
$121,000 — Norwell
$119,000 — Scituate
$118,000 — Hanover
$115,000 — Plymouth
$108,000 — Quincy
$103,000 — Weymouth

WPS is 16% below the median average

South Shore Middle School Principal Salaries

$145,000 — Braintree Public
$143,000 — Hingham
$136,000 — South Shore MS
$132,800 — Rockland
$132,000 — Norwell
$132,000 — Braintree Public
$130,000 — Scituate
$125,585 — Pembroke
$125,000 — Marshfield
$124,000 — Whitman Hanson
$121,000 — Hanover
$118,195 — Weymouth

WPS is 11% below the median average

High School Principal Salaries
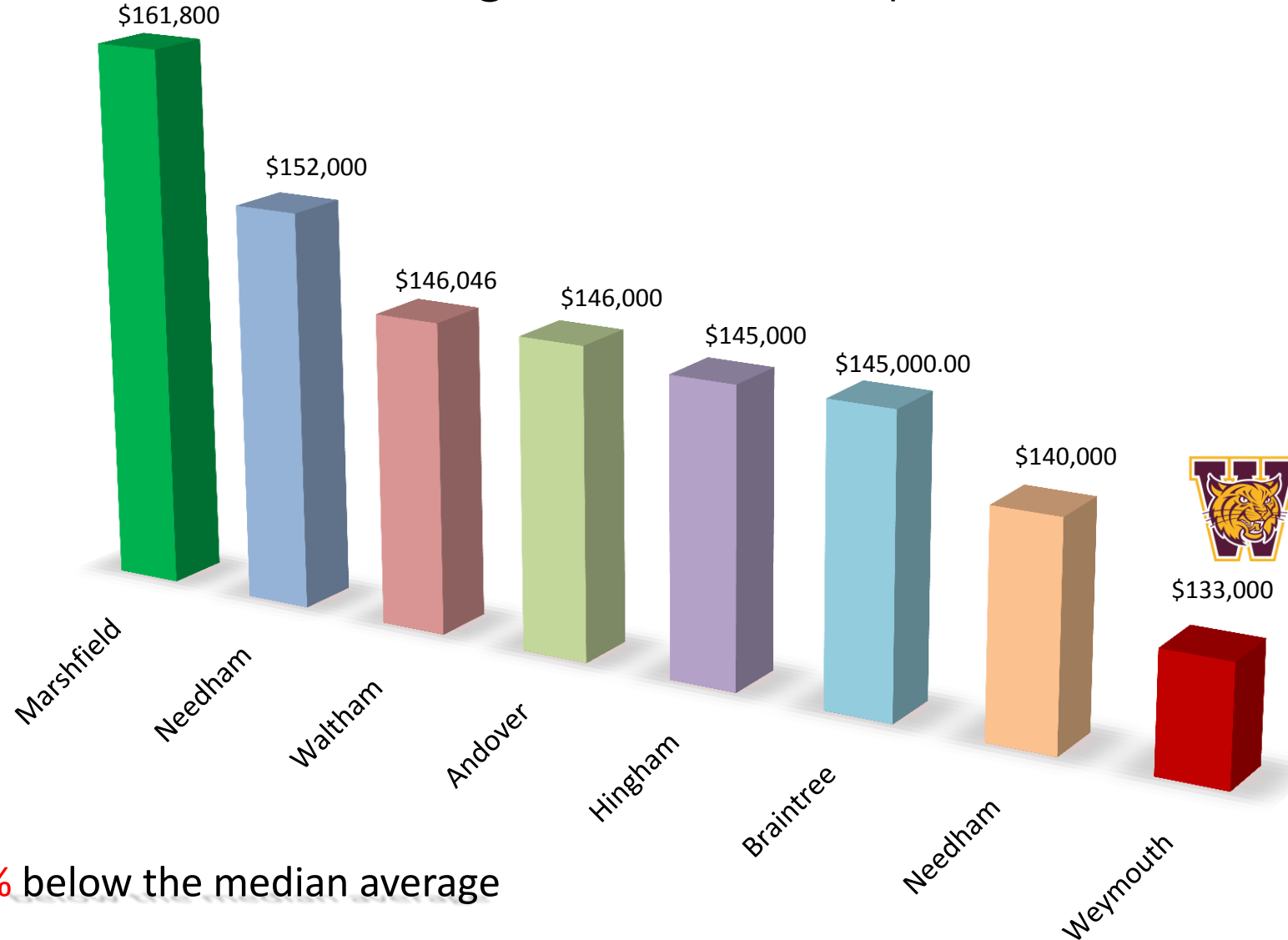
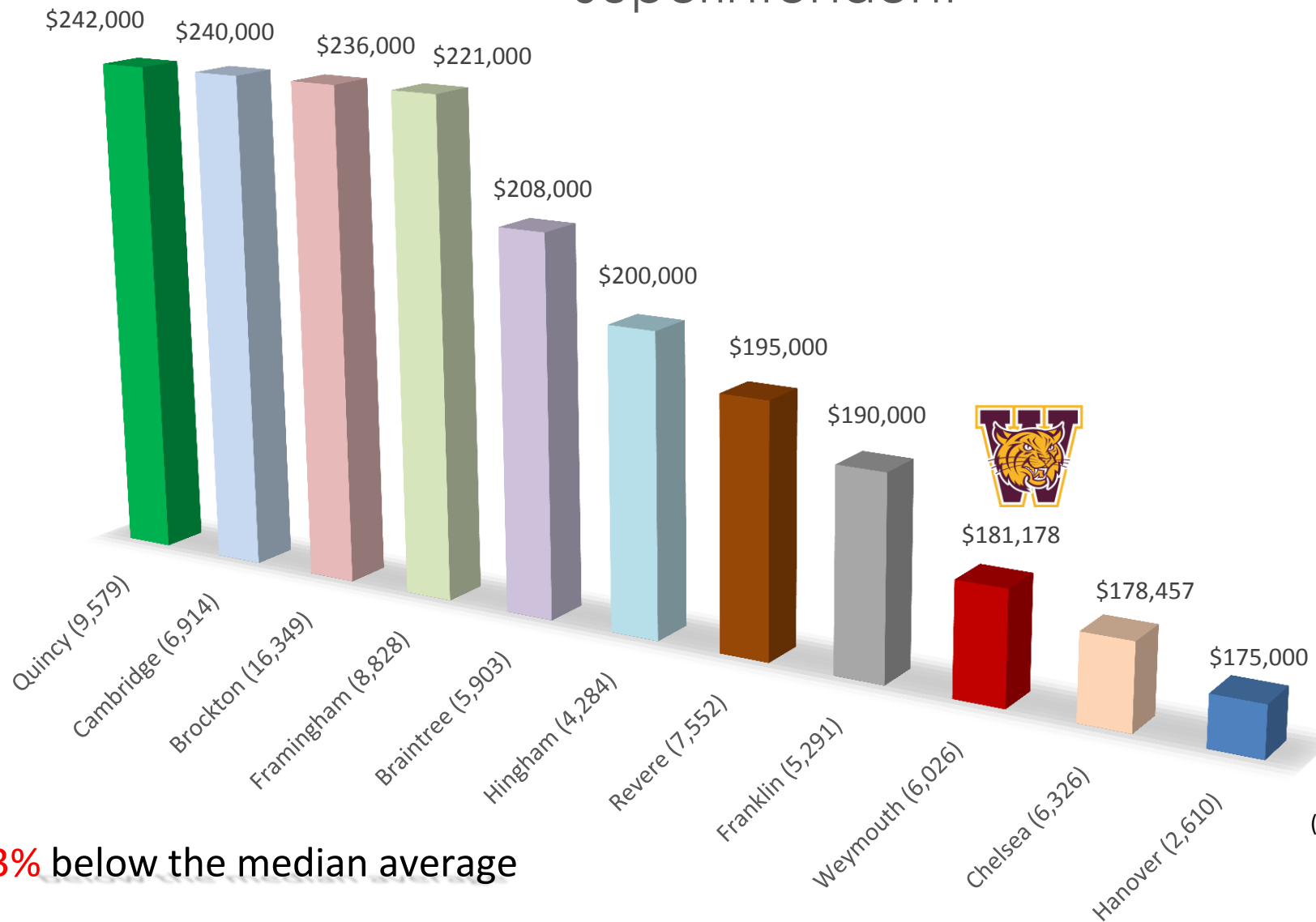WPS is 8% below the median average

Special Education Director

$149,882 — Brockton
$135,000 — Franklin
$127,959 — Chelsea
$123,974 — Hanover
$121,567 — Framingham
$115,470 — Revere
$115,021 — Weymouth
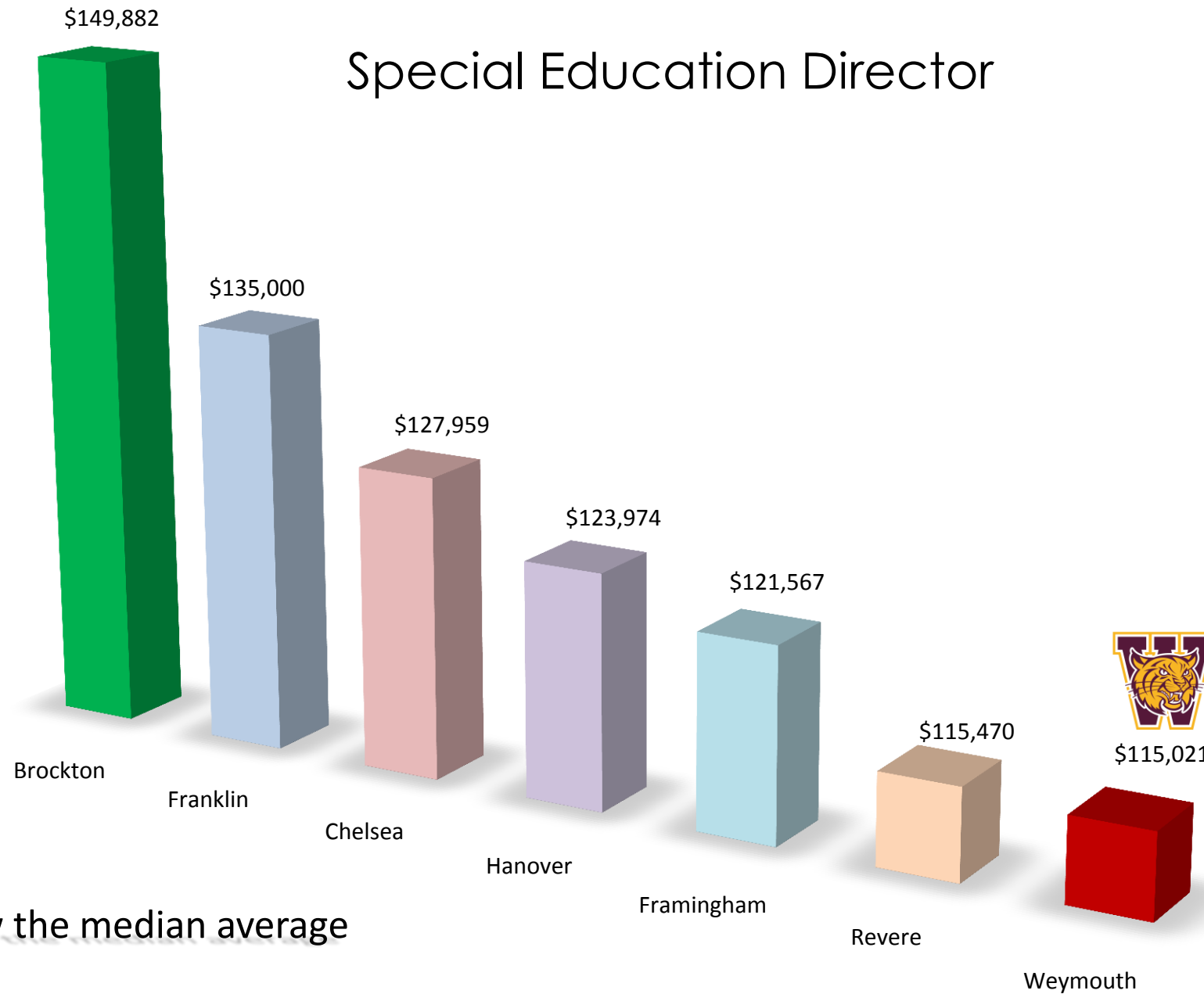
WPS is 9% below the median average

Superintendent Salary Ranking

City/Town	Amount	Rank	Students	Population
Braintree	$208,000	1	5,903	38,000
Brockton	$236,000	4	16,349	96,000
Framingham	$221,000	1	8,828	68,000
Hingham	$200,000	1	4,284	22,000
Quincy	$242,000	3	9,579	94,000
Weymouth	$185,000	8	6,026	56,743

*most recently publically published data

Per Pupil Spending
Similar Demographics

Falmouth $16,753
Medford $16,554
Woburn $16,261
Agawam $15,163
Northampton $14,508
Weymouth **$14,001**
Peabody $13,650
Beverly $13,045
Attleboro $13,020
Methuen $12,688
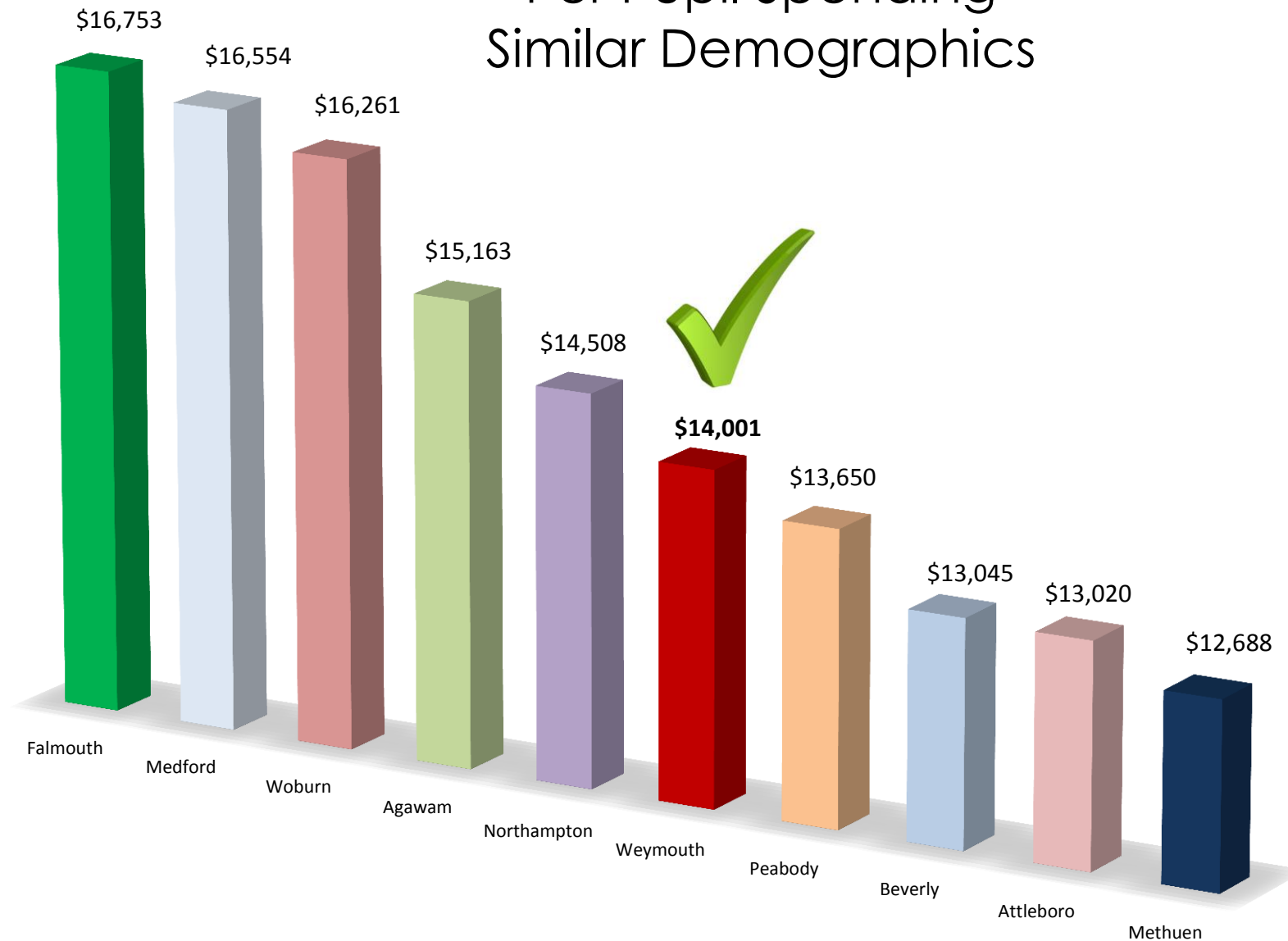
Recommendations

- Refer analysis to Budget Sub

- Attract and retain skilled & experienced administrators

- Review enrollment numbers, as well as support admin staff, from other districts

- Review and adjust administrator salaries

Questions & Comments