

# David L. Thomson, Ed.D.

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## Objective

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

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## Employment

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- 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*

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

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## Education

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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

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## Certification

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Massachusetts Department of Education Certificate Number:

- *Superintendent/Assistant Superintendent All Levels*
- *Principal/Assistant Principal Grades 5-9 and Grades 9 – 12*

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## Awards and Professional Activities

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- Massachusetts Middle School Principal of the Year (2010)
- 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

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- 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 21<sup>st</sup> 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*
- Worcester State University and American International College – Adjunct Professor

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## Highlights

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### **Norwood Public Schools**

2017 – Present

#### *Superintendent of Schools*

- 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
- 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 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 Programing 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
- Collaborate with the Superintendent in the oversight of district operations, facilities, and union negotiations

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**Raynham Middle School, Raynham, Massachusetts**

2007 – 2014

*Principal*

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

*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 21<sup>st</sup> 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 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.

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## **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.

## **Venerini 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.