BERLIN-BOYLSTON PUBLIC SCHOOL DISTRICT
BERLIN-BOYLSTON, MASSACHUSETTS

AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR SUPERINTENDENT

Personal Information:

Name Albert G. Ganem, Jr.

Home Phone [redacted]

Address [redacted]

Office Phone

Cell Phone [redacted]

city state zip

Email Address [redacted]

How may we contact you? ☑ at work ☑ at home ☑ by e-mail ☑ by cell phone

Certifications Held

Certification — State

Administrator , Superintendent/Assistant Superintendent , All Levels - Massachusetts

Administrator, Principal/Assistant Principal, 9-12 - Massachusetts

Administrator, Principal/Assistant Principal, 5-8 - Massachusetts / Administrator, Principal/Assistant Principal, Prek-6

Are you licensed as a superintendent in Massachusetts? ☑ YES ☐ NO

Are you eligible for licensure as a superintendent in Massachusetts? ☑ YES ☐ NO

If not, have you submitted an application for certification as a superintendent in Massachusetts? ☐ YES ☐ NO

Date of application: _____

Current School District Information:

Are you presently under contract to a school district? Yes

If yes, when does your contract expire? September 1, 2025

Name of District Berlin Boylston Regional School District

Position Interim Superintendent of Schools

Academic and Professional Training:

High School(s), Colleges, Universities Attended	Location	Degree
Lesley University	Worcester, MA	Masters in Trauma Sensitivity
NOVA	Worcester, MA	24 Credits towards doctorate
Worcester State University	Worcester, MA	Masters in Education Leadership
Worcester State University	Worcester, MA	Bachelor in Science / Speech & Language
Methuen High School	Methuen, MA	High School Degree

Professional Experience:

No. Years	Dates From/To	Position	School District
7 Months	August 19, 2024 to present	Interim Superintendent of Schools	BBRSD
19 Months	November 7, 2022-August 16, 2024	Director of Admissions	Venerini Academy
7 Years	July 5, 2016-August 1, 2022	Superintendent of Schools	Hampden Wilbraham, MA
3 years	August 2013-July 2026	Manager of Curriculum and Professional Learning	Worcester, MA
12 years	June 2001 - August 2013	Principal of City View Discovery School	Worcester, MA
10 years	June 1991 - June 2001	Assistant Principal of Worcester Arts Magnet School	Worcester, MA
4 years	June 1987-June 1991	Elementary Teacher at Thorndyke Road School	Worcester, MA

Other Relevant Work Experience and Achievements:

Created a new work flow and procedures for the Admission's Process at Venerini Academy

Created TeachPoint for Worcester Public Schools to track teacher Professional Learning

Developed 3 day grade level professional learning Institutes for all teachers in grades k-12

Created a High Quality Professional Learning Framework as a district wide guide for curriculum

Worked with both communities of the HWRSD to create and implement a Strategic Plan

Implemented SEI Endorsement classes for all content teachers in Worcester Public Schools

Incorporated AVID System in grades 4-12 in over 20 schools throughout WPS District

Settled successful Union agreements with five individual bargaining units in two separate district

Memberships in Professional Organizations:

Massachusetts Association of Retired School Superintendents

Connecticut Valley Superintendents Roundtable

Member of Assabet Valley Collaborative Superintendent Roundtable Inc.

Lower Pioneer Valley Superintendent Roundtable, Inc.

Rotary Club Member of Wilbraham

Massachusetts Teachers Association

Past Member of Rainbow Child Care Development Association

Past President of Worcester Principals' Association

References:

Please list below the names and addresses of three persons who have knowledge of your professional competence and character, whom we may contact should you become a finalist.

Name Karen Maney Address [redacted]

Relationship Former Colleague Phone Number [redacted]

Name Margaret Lewandowski Address [redacted]

Relationship Colleague- City View School Phone Number [redacted]

Name John Mollica Address [redacted]

Relationship Colleague - Venerini Academy Phone Number [redacted]

A complete application form includes the following:

✓ 1. A completed and signed application form. **APPLICATIONS WILL NOT BE CONFIDENTIAL.**

✓ 2. An up-to-date resume.

✓ 3. A copy of the candidate's Massachusetts superintendent license, or evidence that the candidate is eligible for licensure as a superintendent in Massachusetts and has submitted his/her application to the Department of Education.

✓ 4. Evidence of highest degree earned (copy of diploma, license and/or certificate).

✓ 5. Three recent letters of reference (within the past three years preferred) from persons **other than those listed on the previous page**.

✓ 6. The Committee requests a personal statement describing your major educational accomplishments and the specific leadership and management skills you can bring to the superintendency of the Berlin-Boylston Public School District.

All application documents listed above must be received in the MASC office on or before **April 4, 2025** at 3:00pm.

Please note: MASC does not maintain an applicant file for use in future searches.
A new application and application materials listed are required for each search.

I understand that my application will become public information.

Signature Albert H. Hanem, Jr. Date 3/28/2025

Send all information to:

Berlin-Boylston Public Schools Search
c/o Tracy Novick
MASC
One McKinley Square
Boston, Massachusetts 02109
Telephone: (617) 523 – 8454
FAX: (617) 702 – 4111

Email all information to Ann-marie Martin: amartin@masc.org

For further information please contact Tracy Novick at tnovick@masc.org (508-579-5472)
Please do not contact school committee members or members of the school administration.

Albert G. Ganem, Jr.
[redacted]

PROFESSIONAL SUMMARY

Dynamic and results-oriented educational leader with extensive experience in school administration, curriculum development, and professional learning. Adept at managing complex projects, fostering collaboration, and driving continuous improvement. Demonstrates exceptional communication, leadership, and interpersonal skills. Proven track record of successfully leading teams, implementing strategic initiatives, and navigating change in educational environments.

KEY SKILLS & STRENGTHS

- **Leadership & Management:** Skilled at leading teams, mentoring staff, and driving organizational growth.
- **Communication:** Effective communicator across all levels—staff, students, parents, and community stakeholders.
- **Curriculum Development & Implementation:** Expertise in creating and executing district-wide curricula to enhance student learning outcomes.
- **Financial & Resource Management:** Proficient in budget oversight and securing grants to enhance educational initiatives.
- **Data-Driven Decision Making:** Utilizing data to drive instructional improvement and professional development.
- **Conflict Resolution & Negotiation:** Successfully negotiated multiple contracts and mediated complex situations to achieve positive outcomes.
- **Strategic Planning:** Led district-wide strategic initiatives focused on innovation and student success.

PROFESSIONAL EXPERIENCE

Interim Superintendent of Schools
Berlin-Boylston Regional School District / Boylston, MA
August 2024 – Present

- Stepping in as Interim Superintendent, responsible for overseeing all district operations, including educational programs, budgets, and staffing.

- Lead district-wide initiatives to improve student outcomes and support teacher development.
- Maintain open communication with the school board, staff, and community to ensure alignment with district goals.

Director of Admissions
Venerini Academy / Worcester, MA
November 2023 – August 2024

- Managed all aspects of student recruitment and admissions for a private Catholic school, fostering relationships with prospective families and community partners.
- Developed and executed strategies to increase enrollment and improve the student experience.
- Enhanced the admissions process by implementing data-driven strategies and fostering a welcoming and inclusive school culture.

Superintendent of Schools
Hampden-Wilbraham Regional School District | Hampden, MA
2016 – 2022

- Championed communication and collaboration across two town communities, enhancing district-wide engagement.
- Led financial management strategies, overseeing budgeting and resource allocation to optimize educational programs.
- Developed and implemented a comprehensive Strategic Plan for the district, aligning educational goals with community needs.
- Successfully negotiated five union contracts, ensuring fair agreements for staff and aligning with district goals.
- Created a groundbreaking 18-22 year old in-school program to support post-secondary transitions and workforce readiness.
- Evaluated and provided feedback to administrators and directors, fostering professional growth and accountability.

District Manager of Professional Learning
Worcester Public Schools | Worcester, MA
2006 – 2013

- Led the development of a coherent professional learning system for educators, aligning programs with district goals to improve student outcomes.
- Managed the AVID (Advancement Via Individual Determination) and Advanced Placement programs, driving teacher training, student success, and program expansion.
- Collaborated with the Technology Department to integrate digital tools and enhance student engagement.
- Secured and administered grants to fund professional development and curriculum enhancement initiatives.

Principal
City View Discovery School | Worcester, MA
2001 – 2013

- Provided visionary leadership for all school operations, focusing on academic achievement and community engagement.
- Led the Instructional Leadership Team, ensuring alignment of professional development with school-wide objectives.
- Mentored and supported student teachers and master teachers, fostering a culture of continuous improvement.
- Analyzed student and school data to inform decision-making and refine instructional practices.

Assistant Principal
Worcester Arts Magnet School | Worcester, MA
1989 – 2001

- Assisted with all aspects of school administration, supporting the Principal in daily operations and strategic planning.
- Oversaw staff development, student discipline, and academic programming.

EDUCATION & CERTIFICATIONS

Doctoral Program in Educational Leadership
NOVA Southeastern University, Fischler School of Education & Human Resource Development

Master of Education (M.Ed.)
Worcester State University | Worcester, MA, 1989

Bachelor of Science in Communication Disorders (B.S.)
Worcester State University | Worcester, MA, 1984

Certifications:

- Superintendent/Assistant Superintendent
- Principal/Assistant Principal (Grades 9-12, 5-8, PreK-6)
- Elementary Teaching (Grades 1-6)
- Massachusetts Qualified MELA-O Administrator
- SEI Administrator

PROFESSIONAL AFFILIATIONS

- President, Worcester Principal's Association
- Massachusetts Elementary School Principal's Association
- National Education Association
- Massachusetts Teachers Association
- Worcester Educational Association
- Phi Delta Kappa – Leaders in Education
- National Association of Elementary School Principals

INTERESTS

Coaching Youth Sports | Reading | Walking | Tennis | Music | Art

---

PERSONAL

Married with 3 children. Excellent health and willing to travel.

UNOFFICIAL LICENSE INFORMATION

dese MASSACHUSETTS Department of Elementary and Secondary Education

Albert G Ganem
[redacted]

This license information was generated by the educator from the Department's electronic licensure file, ELAR 2.0. It should not be taken as proof of current licensure or as an official record. The Department advises that verification of this information via ELAR is always necessary.

Educator: Albert G Ganem
[redacted]

License No. [redacted]

Original Certification Date: 03/01/1987

Category	Field (Level)	License Type	Status	Issue Date	Expiration Date
	Academic: Teacher, Elementary, 1-6, Professional	Professional	Licensed	03/01/1987	02/02/2030
	Academic: Administrator, Principal/Assistant Principal, PreK-6, Professional	Professional	Licensed	11/29/2007	12/30/2027
	Academic: Administrator, Principal/Assistant Principal, 5-8, Professional	Professional	Licensed	05/14/2009	02/02/2030
	Academic: Administrator, Principal/Assistant Principal, 9-12, Professional	Professional	Licensed	07/20/2009	02/02/2030
	Academic: Administrator, Superintendent/Assistant Superintendent, All Levels, Professional	Professional	Licensed	11/01/2011	10/29/2026
	Endorsements, Sheltered English Immersion - Administrator, Level depends on prereq license, Endorsement	Endorsement	Approved	08/27/2014	

****Provisional/Preliminary licenses and Initial licenses are valid for five (5) years of employment. Military Spouse licenses are valid for three (3) years of employment. Temporary licenses are valid for one (1) year of employment.**

ELAR Educator Licensure and Renewal

Please contact the Department of Elementary and Secondary Education customer service at 781-338-6600, if your license information above is incorrect or incomplete.

Worcester State College

Worcester Massachusetts

The Board of Trustees, in accordance with the recommendation of the Faculty and the President, and with the authority conferred by The Board of Regents of the Commonwealth of Massachusetts hereby awards to

Albert Ganem, Jr.

the degree of

Master of Education

Leadership and Education Administration

in consideration of the satisfactory completion of the Course of Study prescribed for that degree

In Testimony Whereof, the authorized officers have hereto subscribed their names this thirty-first day of August, 1999

President

Chair, Board of Trustees

WORCESTER STATE COLLEGE
486 Chandler Street
Worcester, MA 01602-2597

An official transcript is signature-stamped and bears the seal of the College at the bottom. This document is preprinted in blue (face of document), and gray (reverse of document). The word "VOID" will appear several times on a photocopy. Complete guidelines are printed on the reverse.

STUDENT NAME: Albert George Ganem
I.D. NUMBER / SOC. SEC. NO.: [redacted]
DATE OF BIRTH:
DATE OF ISSUE: 07 Jun 99
MAJOR(S): Education
MINOR(S):
TRANSCRIPT TYPE: Graduate

TERM	COURSE	TITLE	CREDITS	GRADE	POINTS	REPEAT
84/FA	CD 8400	Articulation Disorders	3.0	C	6.0	
	CD 9225	Lang Dis in Children	3.0	B	9.0	
Term Att: 6.0 Term Cpt: 6.0 Term to Calc: 6.0 Term GP: 15.0 Term GPA:2.500						
Cum Att: 6.0 Cum Cpt: 6.0 Cum to Calc: 6.0 Cum GP: 15.0 Cum GPA:2.500						
85/SP	CD 9320	Cerebral Palsy	3.0	B-	8.1	
	CS 8175	Computer Principles	3.0	C	6.0	
Term Att: 6.0 Term Cpt: 6.0 Term to Calc: 6.0 Term GP: 14.1 Term GPA:2.350						
Cum Att: 12.0 Cum Cpt: 12.0 Cum to Calc: 12.0 Cum GP: 29.1 Cum GPA:2.425						
87/SP	ME 150	Intro to Photography	3.0	B	9.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 9.0 Term GPA:3.000						
Cum Att: 15.0 Cum Cpt: 15.0 Cum to Calc: 15.0 Cum GP: 38.1 Cum GPA:2.540						
89/SP	EA 923	Law for the Administrator	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 18.0 Cum Cpt: 18.0 Cum to Calc: 18.0 Cum GP: 50.1 Cum GPA:2.783						
93/FA	EA 927	School Plant & Development	3.0	A-	11.1	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 11.1 Term GPA:3.700						
Cum Att: 21.0 Cum Cpt: 21.0 Cum to Calc: 21.0 Cum GP: 61.2 Cum GPA:2.914						
94/SP	EA 921	Fundamentals of School Finance	3.0	A	12.0	
	EA 929	Special Problems in Sch Admin	3.0	A-	11.1	
Term Att: 6.0 Term Cpt: 6.0 Term to Calc: 6.0 Term GP: 23.1 Term GPA:3.850						
Cum Att: 27.0 Cum Cpt: 27.0 Cum to Calc: 27.0 Cum GP: 84.3 Cum GPA:3.122						
94/SU	EA 922	Public School Administration	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 30.0 Cum Cpt: 30.0 Cum to Calc: 30.0 Cum GP: 96.3 Cum GPA:3.210						
95/SP	ED 970	Wrkshp:Math.Sci PALMS Way K-8	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 33.0 Cum Cpt: 33.0 Cum to Calc: 33.0 Cum GP:108.3 Cum GPA:3.282						
96/SP	EA 925	Staff Dev Theory and Practice	3.0	A	12.0	

OFFICIAL TRANSCRIPT
BEARS REGISTRAR'S
SIGNATURE AND
MULTICOLORED
COLLEGE SEAL
JUL 7 1999
Margaret J. Hunt
REGISTRAR

*** CONTINUED ***
*** CONTINUED ***
*** CONTINUED ***

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

Transcript of Academic Record

WORCESTER STATE COLLEGE
486 Chandler Street
Worcester, MA 01602-2597

An official transcript is signature-stamped and bears the seal of the College at the bottom. This document is preprinted in blue (face of document), and gray (reverse of document). The word "VOID" will appear several times on a photocopy. Complete guidelines are printed on the reverse.

STUDENT NAME: Albert George Ganem
I.D. NUMBER / SOC. SEC. NO.: [redacted]
DATE OF BIRTH:
DATE OF ISSUE: 07 Jun 99
MAJOR(S): Education
MINOR(S):
TRANSCRIPT TYPE: Graduate

TERM	COURSE	TITLE	CREDITS	GRADE	POINTS	REPEAT
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 36.0 Cum Cpt: 36.0 Cum to Calc: 36.0 Cum GP:120.3 Cum GPA:3.342						
96/S1	EA 928	Practicum in Ed Administration	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 39.0 Cum Cpt: 39.0 Cum to Calc: 39.0 Cum GP:132.3 Cum GPA:3.392						
97/SP	ED 981	Adv Foundations of Education	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 42.0 Cum Cpt: 42.0 Cum to Calc: 42.0 Cum GP:144.3 Cum GPA:3.436						
97/FA	EA 912	Foundations of Edu Admin	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 45.0 Cum Cpt: 45.0 Cum to Calc: 45.0 Cum GP:156.3 Cum GPA:3.473						
98/SP	ED 961	Ed Supervision and Evaluation	3.0	A-	11.1	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 11.1 Term GPA:3.700						
Cum Att: 48.0 Cum Cpt: 48.0 Cum to Calc: 48.0 Cum GP:167.4 Cum GPA:3.488						
98/S1	EA 923	Law for the Administrator	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 51.0 Cum Cpt: 51.0 Cum to Calc: 51.0 Cum GP:179.4 Cum GPA:3.518						
98/S2	EA 918	School & Community Relations	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 54.0 Cum Cpt: 54.0 Cum to Calc: 54.0 Cum GP:191.4 Cum GPA:3.544						
98/FA	EL 904	Org and Adm in Elem School	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 57.0 Cum Cpt: 57.0 Cum to Calc: 57.0 Cum GP:203.4 Cum GPA:3.568						
99/SP	ED 971	Spec Topics: Education	3.0	A	12.0	
	ED 982	Research in Edu:Ele/ECE	3.0	A-	11.1	
Term Att: 6.0 Term Cpt: 6.0 Term to Calc: 6.0 Term GP: 23.1 Term GPA:3.850						
Cum Att: 63.0 Cum Cpt: 63.0 Cum to Calc: 63.0 Cum GP:226.5 Cum GPA:3.595						

********** END OF TRANSCRIPT **********

JUN - 7 1999

Margaret M. Hart
REGISTRAR

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

Transcript of Academic Record

WORCESTER STATE COLLEGE
486 Chandler Street
Worcester, MA 01602-2597

An official transcript is signature-stamped and bears the seal of the College at the bottom. This document is preprinted in blue (face of document), and gray (reverse of document). The word "VOID" will appear several times on a photocopy. Complete guidelines are printed on the reverse.

STUDENT NAME: Albert George Ganem
I.D. NUMBER / SOC. SEC. NO.: [redacted]
DATE OF BIRTH:
DATE OF ISSUE: 07 Jun 99
MAJOR(S): Education
MINOR(S):
TRANSCRIPT TYPE: Graduate

TERM	COURSE	TITLE	CREDITS	GRADE	POINTS	REPEAT
84/FA	CD 8400	Articulation Disorders	3.0	C	6.0	
	CD 9225	Lang Dis in Children	3.0	B	9.0	
Term Att: 6.0	Term Cpt: 6.0	Term to Calc: 6.0	Term GP: 15.0	Term GPA:2.500		
Cum Att: 6.0	Cum Cpt: 6.0	Cum to Calc: 6.0	Cum GP: 15.0	Cum GPA:2.500		
85/SP	CD 9320	Cerebral Palsy	3.0	B-	8.1	
	CS 8175	Computer Principles	3.0	C	6.0	
Term Att: 6.0	Term Cpt: 6.0	Term to Calc: 6.0	Term GP: 14.1	Term GPA:2.350		
Cum Att: 12.0	Cum Cpt: 12.0	Cum to Calc: 12.0	Cum GP: 29.1	Cum GPA:2.425		
87/SP	ME 150	Intro to Photography	3.0	B	9.0	
Term Att: 3.0	Term Cpt: 3.0	Term to Calc: 3.0	Term GP: 9.0	Term GPA:3.000		
Cum Att: 15.0	Cum Cpt: 15.0	Cum to Calc: 15.0	Cum GP: 38.1	Cum GPA:2.540		
89/SP	EA 923	Law for the Administrator	3.0	A	12.0	
Term Att: 3.0	Term Cpt: 3.0	Term to Calc: 3.0	Term GP: 12.0	Term GPA:4.000		
Cum Att: 18.0	Cum Cpt: 18.0	Cum to Calc: 18.0	Cum GP: 50.1	Cum GPA:2.783		
93/FA	EA 927	School Plant & Development	3.0	A-	11.1	
Term Att: 3.0	Term Cpt: 3.0	Term to Calc: 3.0	Term GP: 11.1	Term GPA:3.700		
Cum Att: 21.0	Cum Cpt: 21.0	Cum to Calc: 21.0	Cum GP: 61.2	Cum GPA:2.914		
94/SP	EA 921	Fundamentals of School Finance	3.0	A	12.0	
	EA 929	Special Problems in Sch Admin	3.0	A-	11.1	
Term Att: 6.0	Term Cpt: 6.0	Term to Calc: 6.0	Term GP: 23.1	Term GPA:3.850		
Cum Att: 27.0	Cum Cpt: 27.0	Cum to Calc: 27.0	Cum GP: 84.3	Cum GPA:3.122		
94/S1	EA 922	Public School Administration	3.0	A	12.0	
Term Att: 3.0	Term Cpt: 3.0	Term to Calc: 3.0	Term GP: 12.0	Term GPA:4.000		
Cum Att: 30.0	Cum Cpt: 30.0	Cum to Calc: 30.0	Cum GP: 96.3	Cum GPA:3.210		
95/SP	ED 970	Wrkshp:Math.Sci PALMS Way K-8			12.0	
Term Att: 3.0	Term Cpt: 3.0	Term to Calc: 3.0	Term GP: 12.0	Term GPA:4.000		
Cum Att: 33.0	Cum Cpt: 33.0	Cum to Calc: 33.0	Cum GP:108.3	Cum GPA:3.282		
96/SP	EA 925	Staff Dev Theory and Practice	3.0	A	12.0	

*** CONTINUED ***
*** CONTINUED ***
*** CONTINUED ***

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL
JUN - 7 1999
Margaret Y Hunt
REGISTRAR

Transcript of Academic Record

WORCESTER STATE COLLEGE
486 Chandler Street
Worcester, MA 01602-2597

An official transcript is signature-stamped and bears the seal of the College at the bottom. This document is preprinted in blue (face of document), and gray (reverse of document). The word "VOID" will appear several times on a photocopy. Complete guidelines are printed on the reverse.

STUDENT NAME: Albert George Ganem
I.D. NUMBER / SOC. SEC. NO.: [redacted]
DATE OF BIRTH:
DATE OF ISSUE: 07 Jun 99
MAJOR(S): Education
MINOR(S):
TRANSCRIPT TYPE: Graduate

TERM	COURSE	TITLE	CREDITS	GRADE	POINTS	REPEAT
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 36.0 Cum Cpt: 36.0 Cum to Calc: 36.0 Cum GP:120.3 Cum GPA:3.342						
96/S1	EA 928	Practicum in Ed Administration	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 39.0 Cum Cpt: 39.0 Cum to Calc: 39.0 Cum GP:132.3 Cum GPA:3.392						
97/SP	ED 981	Adv Foundations of Education	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 42.0 Cum Cpt: 42.0 Cum to Calc: 42.0 Cum GP:144.3 Cum GPA:3.436						
97/FA	EA 912	Foundations of Edu Admin	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 45.0 Cum Cpt: 45.0 Cum to Calc: 45.0 Cum GP:156.3 Cum GPA:3.473						
98/SP	ED 961	Ed Supervision and Evaluation	3.0	A-	11.1	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 11.1 Term GPA:3.700						
Cum Att: 48.0 Cum Cpt: 48.0 Cum to Calc: 48.0 Cum GP:167.4 Cum GPA:3.488						
98/S1	EA 923	Law for the Administrator	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 51.0 Cum Cpt: 51.0 Cum to Calc: 51.0 Cum GP:179.4 Cum GPA:3.518						
98/S2	EA 918	School & Community Relations	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 54.0 Cum Cpt: 54.0 Cum to Calc: 54.0 Cum GP:191.4 Cum GPA:3.544						
98/FA	EL 904	Org and Adm in Elem School	3.0	A	12.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 12.0 Term GPA:4.000						
Cum Att: 57.0 Cum Cpt: 57.0 Cum to Calc: 57.0 Cum GP:203.4 Cum GPA:3.568						
99/SP	ED 971	Spec Topics: Education	3.0	A	12.0	
	ED 982	Research in Edu:Ele/ECE	3.0	A-	11.1	
Term Att: 6.0 Term Cpt: 6.0 Term to Calc: 6.0 Term GP: 23.1 Term GPA:3.850						
Cum Att: 63.0 Cum Cpt: 63.0 Cum to Calc: 63.0 Cum GP:226.5 Cum GPA:3.595						

********** END OF TRANSCRIPT **********

OFFICIAL TRANSCRIPT
SIGNATURE AND MULTICOLORED COLLEGE SEAL
JUL - 1999
Margaret Hurst
REGISTRAR

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

WORCESTER STATE COLLEGE
486 Chandler Street
Worcester, MA 01602-2597

An official transcript is signature-stamped and bears the seal of the College at the bottom. This document is preprinted in blue (face of document), and gray (reverse of document). The word "VOID" will appear several times on a photocopy. Complete guidelines are printed on the reverse.

STUDENT NAME: Albert George Ganem
I.D. NUMBER / SOC. SEC. NO.: [redacted]
DATE OF BIRTH:
DATE OF ISSUE: 07 Jun 99
MAJOR(S): Education
MINOR(S):
TRANSCRIPT TYPE: Undergraduate

TERM	COURSE	TITLE	CREDITS	GRADE	POINTS	REPEAT
85/FA	ED 135	Intro Teaching & Learning	3.0	A-	11.1	
	ED 235	Pre-practicum I	3.0	B-	8.1	
	ED 335	Meth & Mat Block I: Science	3.0	B-	8.1	
	ED 335	Meth & Mat Block I: Soc Study	3.0	C	6.0	
	ED 335	Meth & Mat Block I: Math	3.0	A-	11.1	
Term Att: 15.0 Term Cpt: 15.0 Term to Calc: 15.0 Term GP: 44.4 Term GPA:2.960						
Cum Att: 15.0 Cum Cpt: 15.0 Cum to Calc: 15.0 Cum GP: 44.4 Cum GPA:2.960						
86/SP	BA 110	Fundamentals of Accounting I	3.0	WP		
	ED 240	Pre-practicum II	3.0	A	12.0	
	ED 336	Block II: Children's Lit	3.0	A-	11.1	
	ED 336	Block II: Language Arts	3.0	B	9.0	
	ED 336	Block II: Reading	3.0	B+	9.9	
Term Att: 12.0 Term Cpt: 12.0 Term to Calc: 12.0 Term GP: 42.0 Term GPA:3.500						
Cum Att: 27.0 Cum Cpt: 27.0 Cum to Calc: 27.0 Cum GP: 86.4 Cum GPA:3.200						
86/FA	ED 435	Student Teaching-Elem School	12.0	A	48.0	
		9/2/86 - 10/24/86 Nelson Place Grade 5				
		10/27/86 - 12/19/86 Nelson Place Grade 3 WITHDRAWN DECEMBER 31, 1986				
Term Att: 12.0 Term Cpt: 12.0 Term to Calc: 12.0 Term GP: 48.0 Term GPA:4.000						
Cum Att: 39.0 Cum Cpt: 39.0 Cum to Calc: 39.0 Cum GP:134.4 Cum GPA:3.446						
87/SP	ME 150	Intro to Photography	3.0	B	9.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 9.0 Term GPA:3.000						
Cum Att: 42.0 Cum Cpt: 42.0 Cum to Calc: 42.0 Cum GP:143.4 Cum GPA:3.414						

********** END OF TRANSCRIPT **********

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

JUN - 7 1999

Margaret J. Hunt
REGISTRAR

VOID

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

Transcript of Academic Record

WORCESTER STATE COLLEGE
486 Chandler Street
Worcester, MA 01602-2597

An official transcript is signature-stamped and bears the seal of the College at the bottom. This document is preprinted in blue (face of document), and gray (reverse of document). The word "VOID" will appear several times on a photocopy. Complete guidelines are printed on the reverse.

STUDENT NAME: Albert George Ganem
I.D. NUMBER / SOC. SEC. NO.: [redacted]
DATE OF BIRTH:
DATE OF ISSUE: 07 Jun 99
MAJOR(S): Education
MINOR(S):
TRANSCRIPT TYPE: Undergraduate

TERM	COURSE	TITLE	CREDITS	GRADE	POINTS	REPEAT
85/FA	ED 135	Intro Teaching & Learning	3.0	A-	11.1	
	ED 235	Pre-practicum I	3.0	B-	8.1	
	ED 335	Meth & Mat Block I: Science	3.0	B-	8.1	
	ED 335	Meth & Mat Block I: Soc Study	3.0	C	6.0	
	ED 335	Meth & Mat Block I: Math	3.0	A-	11.1	
Term Att: 15.0 Term Cpt: 15.0 Term to Calc: 15.0 Term GP: 44.4 Term GPA:2.960						
Cum Att: 15.0 Cum Cpt: 15.0 Cum to Calc: 15.0 Cum GP: 44.4 Cum GPA:2.960						
86/SP	BA 110	Fundamentals of Accounting I	3.0	WP		
	ED 240	Pre-practicum II	3.0	A	12.0	
	ED 336	Block II: Children's Lit	3.0	A	11.1	
	ED 336	Block II: Language Arts	3.0	B	9.0	
	ED 336	Block II: Reading	3.0	B+	9.9	
Term Att: 12.0 Term Cpt: 12.0 Term to Calc: 12.0 Term GP: 42.0 Term GPA:3.500						
Cum Att: 27.0 Cum Cpt: 27.0 Cum to Calc: 27.0 Cum GP: 86.4 Cum GPA:3.200						
86/FA	ED 435	Student Teaching Elem School	12.0	A	48.0	
		9/2/86 - 10/24/86 Nelson Place Grade 5				
		10/27/86 - 12/19/86 Nelson Place Grade 3 WITHDRAWN DECEMBER 31, 1986				
Term Att: 12.0 Term Cpt: 12.0 Term to Calc: 12.0 Term GP: 48.0 Term GPA:4.000						
Cum Att: 39.0 Cum Cpt: 39.0 Cum to Calc: 39.0 Cum GP:134.4 Cum GPA:3.446						
87/SP	ME 150	Intro to Photography	3.0	B	9.0	
Term Att: 3.0 Term Cpt: 3.0 Term to Calc: 3.0 Term GP: 9.0 Term GPA:3.000						
Cum Att: 42.0 Cum Cpt: 42.0 Cum to Calc: 42.0 Cum GP:143.4 Cum GPA:3.414						

********** END OF TRANSCRIPT **********

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

JUL-7 1999

Margaret J. Hunt
REGISTRAR

VOID

OFFICIAL TRANSCRIPT BEARS REGISTRAR'S SIGNATURE AND MULTICOLORED COLLEGE SEAL

Dr. William Bontempi]
Past Chairman, School Committee
Hampden-Wilbraham Regional School District
March 17, 2025

To Whom It May Concern,

I am writing to highly recommend Albert G. Ganem, Jr. for the position of Interim Superintendent of Schools for the Berlin-Boylston Regional School District. As the former Chairman of the School Committee for the Hampden-Wilbraham Regional School District, I had the distinct privilege of working closely with Al for many years. His dedication, leadership, and commitment to the district are truly unparalleled, and I believe he left an indelible mark on our schools.

Al's ability to bring together the two communities of Hampden and Wilbraham, each with their own unique identities and priorities, was one of his most extraordinary qualities. Through his thoughtful and inclusive leadership, Al fostered a sense of unity and shared purpose between these communities. He made sure that both towns felt heard and respected, and that our district operated with a vision that benefited all students, staff, and families across both towns. His efforts helped bridge gaps, build consensus, and ensure that the school district remained a true community asset for everyone involved.

Among Al's most notable accomplishments was overseeing the closing of the Thornton Burgess Middle School (TWB) and leading the efforts to combine it with another school to create a state-of-the-art PreK-8 facility in Hampden. This bold move was a testament to Al's foresight, and it significantly improved the educational experience for our students, while also addressing fiscal concerns in a pragmatic way.

Al's leadership extended beyond that transformative project. Throughout his time with us, he demonstrated a rare ability to guide us through the intricacies of navigating multiple budget cycles, ensuring the financial security of our district even in the face of uncertainty. His financial acumen was indispensable, and his strategic planning kept the district in a strong and sustainable position.

Perhaps one of Al's most challenging yet critical roles was managing the negotiations with five separate bargaining groups. He handled each of these negotiations with professionalism, integrity, and an unwavering commitment to the district's long-term well-being. His ability to foster collaboration, even during difficult contract talks, contributed greatly to the harmonious working relationships within our schools.

What truly set Al apart, though, was his deep personal connection to the students and the community. During graduation ceremonies, Al would shake the hand of every single graduating student, often knowing them by name. It was remarkable to witness this level of personal engagement and care. His presence at these events spoke volumes about his genuine investment in the students' lives, and it was a clear reflection of his character as someone who truly cared about the individual success of each student in the district.

When Al announced his retirement, it became clear how much he had meant to the district. I was thrilled that we were able to extend his tenure and keep him on for several months beyond his contract. Al played a pivotal role in hiring and mentoring a new Superintendent of Schools, ensuring that the leadership transition was seamless and that our district remained in capable hands. The impact of his guidance during this time cannot be overstated.

To this day, the community of the Hampden-Wilbraham Regional School District speaks fondly of Al. His presence, leadership, and vision are deeply missed by all of us who had the privilege of working with him. Al's dedication to the students, faculty, and staff of the district left a lasting legacy, and I am confident that he will continue to do extraordinary work in whatever path he chooses.

Throughout our time working together, the School Committee trusted Al as a leader, but we also considered him a dear friend. His genuine warmth, integrity, and commitment to all those around him created lasting bonds that went beyond professional respect. Al's leadership will always be remembered not only for its impact on our district but also for the personal connection he made with every person he worked with.

I wholeheartedly recommend Albert G. Ganem, Jr. for the position of Interim Superintendent of Schools for the Berlin-Boylston Regional School District. His expertise, integrity, and leadership make him an exceptional individual, and I am proud to have worked alongside him for so many years.

Sincerely,



Dr. William Bontempi
Past Chairman, Hampden-Wilbraham Regional School District

Margaret Venditti

[redacted]

March 17, 2025

To Whom It May Concern,

I am honored to write this letter of recommendation for Albert G. Ganem, Jr. With over 30 years of knowing Al and more than 20 years of working together, I have had the privilege of watching him grow into one of the most exceptional and dedicated educational leaders I have ever encountered. Throughout our long professional relationship, I have seen Al's unwavering commitment to improving education and his passion for the success of his students.

Al and I worked side by side to lead Worcester Arts Magnet School, a school that was once located in a challenging area between two low-income housing projects. The student body included a high population of English Language Learners and a large number of families reliant on free and reduced lunch programs. Despite these obstacles, under Al's leadership, we transformed the school into one of the highest performing institutions in the state of Massachusetts. This remarkable achievement is a testament to Al's extraordinary work ethic, vision, and leadership.

Al's dedication to his students and school community is unparalleled. He put in countless hours, tirelessly working to ensure the school's academic success while also fostering an environment where students, staff, and families felt valued and supported. His genuine care for the well-being of others made him beloved by all who had the privilege of working with him. Whether it was collaborating with teachers to improve instruction or building relationships with students and their families, Al's approach was always thoughtful, compassionate, and driven by the goal of making the school a truly high-quality learning environment.

Al is the type of leader who inspires others to do their best. His integrity, work ethic, and dedication are qualities that I have always admired, and I have no doubt that he will continue to make a profound impact wherever he goes.

It is with great confidence and enthusiasm that I recommend Albert G. Ganem, Jr. for the position of Interim Superintendent of Schools for the Berlin- Boylston Regional School District. He is a leader who truly makes a difference in the lives of those around him, and I am grateful to have had the opportunity to work with him over the years.

Sincerely,

Margaret Venditti

Margaret Venditti
Retired Teacher, Principal, and Quadrant Manager
Worcester Public Schools

Berlin-Boylston Regional School District
Aaron Osborne, MBA, MCPPO, Director of Finance & Operations
215 Main Street, Boylston, MA 01505
[redacted]

March 25, 2025

Interim Superintendent Search Committee
Berlin-Boylston Regional Schools
215 Main Street
Boylston, MA 01505

Dear Committee:

Please accept this letter as my unconditional recommendation of Al Ganem for Interim Superintendent for the Berlin-Boylston Regional Schools. I have known Al for nearly five years and worked with him for roughly half that time both at the Hampden-Wilbraham Regional School District (HWRSD) and now at the Berlin-Boylston Regional School District (BBRSD). Al is a thoughtful leader who brings a wealth of knowledge, experience, and resources to bear.

Al initially hired me to work for HWRSD in the midst of the COVID pandemic following the abrupt departure of his Director of Finance, Operations, and Human Resources. At that time, HWRSD was one of a small number of schools that was committed both to student safety as well as bringing students back into schools through a hybrid education system. In doing so, Al faced significant criticism from both sides of the aisle and weathered a shortage of more than 700 student devices that did not arrive until months into the school year. Al worked tirelessly to provide community updates and collaborated on nights and weekends with Nurses who were doing extensive contact tracing.

In his time at HWRSD, Al established a truly professional and high functioning department of Curriculum and Assessment, making difficult staffing decisions and developing curricular leadership. Al established and continued to advocate both internally and through the budget process for high quality instructional coaching and professional growth for teachers resulting in continued support for three district coaches and a comprehensive calendar of development offerings for teachers and other staff.

I consider Al both a dependable colleague and mentor as I continue my career in public education. Between both HWRSD and BBRSD, Al and I remained in consistent contact, often reaching out to each other to work through various concerns. I would be delighted to continue working directly with Al and am happy to speak in more detail regarding his qualifications at your convenience.

Sincerely,

Aaron Osborne
Director of Finance & Operations

March 28, 2025

Dear Members of the Berlin-Boylston Regional School Committee,

I am writing to express my sincere interest in continuing my role as the Interim Superintendent for the Berlin-Boylston Regional School District. Over the past eight months, I have had the privilege of serving in this capacity and have greatly valued the opportunity to work closely with our students, staff, families, and the school committee. The work we've accomplished so far has been not only impactful but transformative, and I am excited about the potential to continue supporting the district as we move forward.

In my time as Interim Superintendent, we have made significant strides together—passing the district budget to ensure that we meet the needs of our students and staff while maintaining fiscal responsibility. Additionally, I have had the honor of hiring several new staff members, each one committed to the district's vision and eager to help shape the future of education in Berlin-Boylston. These are the kinds of decisions and actions that will set our district on a path of long-lasting transformation, and we have only just begun to realize the full potential of these changes.

One of the most rewarding aspects of my tenure has been the opportunity to foster and deepen relationships in both the towns of Boylston and Berlin. These communities are the heart of our district, and I believe the connections we are building across both towns will continue to strengthen our schools and our shared vision for the future. I am proud of the relationships we've developed with local leaders, families, and residents, and I am committed to ensuring that both Boylston and Berlin continue to be active and engaged partners in our work.

Working alongside our incredible administrative team and the dedicated members of the school committee has been both an honor and a privilege. Their unwavering support, commitment to excellence, and collaborative spirit have been integral to the successes we've achieved so far. I deeply appreciate the trust they have placed in me, and I have thoroughly enjoyed working together to move the district forward. It is clear to me that we share a common vision for the future of this district, and I am eager to continue building upon these strong, supportive relationships.

In reflecting on the work we've done, I often think of Jim Collins' book, *Good to Great*, and how his principles can guide us in taking this district from "good" to "great." I believe that through disciplined leadership, a focus on developing the right people, and a relentless commitment to excellence, we can elevate the Berlin-Boylston Regional School District to new heights. While we've made significant strides in improving our programs and systems, I see a clear path forward where we can build on these successes and continue to push for excellence in every aspect of our district.

Despite these achievements, I recognize that there is still important work ahead, especially as we prepare the district for the transition to a permanent superintendent. I am committed to ensuring that the foundation we've built is strong and that our district continues to thrive as we move into the next phase. My deep understanding of the district's goals, challenges, and unique opportunities—along with the relationships I've nurtured in both Boylston and Berlin—position me uniquely to ensure a seamless transition when the new permanent superintendent is named.

This role has been incredibly fulfilling, and I am eager to continue making a positive impact on our students' educational experiences, working collaboratively with our staff, and engaging with the community to build upon the success we've already achieved. I am passionate about leading the district toward greatness, and I believe that together we can create an environment where all students thrive, and all members of the Berlin-Boylston community feel valued and heard.

Thank you for your time and consideration. I look forward to the possibility of continuing to serve the Berlin-Boylston Regional School District in a long-term capacity and to the future successes we can achieve together.

Sincerely,



Albert G. Ganem, Jr.
Interim Superintendent, Berlin-Boylston Regional School District

"The greatest leader is not necessarily the one who does the greatest things. They are the ones that get people to do the greatest things."

– Ronald Reagan