



NORWALK
Public Schools

**Innovative.
Creative.
Forward Looking.**





Join Connecticut's #1 City School District and Expect Great Things

Norwalk Public Schools (NPS) is the most successful city school district in Connecticut. NPS is one of the few districts in the area that is growing, Norwalk students as a whole exceed state average achievement, while high needs students have the smallest achievement gap. Students' needs and interests are met through a wide range of school and program choices that promote diversity and broaden achievement. All students are taught by exemplary educators in nurturing, safe and attractive schools. Students learn to read at the elementary school level and leave 8th grade equipped to do rigorous high school work. Our students graduate from high school and become career-ready and are prepared for college.

teacher



Education thrives here in Norwalk Public Schools because of its educators; those individuals passionate and creative enough to dedicate their talents to teaching the "whole" child, helping cultivate each student's unique gift, guiding students to strive to leave their mark on the world as safe, respectful and responsible adults.

- Rosemary Holomakoff, Special Education Teacher, Tracey Magnet School



Inspiring Greatness

Norwalk Public Schools provides an excellent and equitable education so ALL students graduate future ready as civically responsible, globally engaged and positive contributors to an ever changing and diverse world.





Making Connections - Employment in Our District

Our staff hail from across the country, bringing with them a variety of diverse backgrounds and cultures. As a Norwalk Public Schools employee, you can expect to collaborate with colleagues who are motivated, talented and ready to share fresh perspective and ideas. Our district is looking for certified and non-certified team members who want to be part of a forward-looking and growing district.

Norwalk is an Equal Opportunity Employer

In 2020, the district designed an Equity in Education initiative to examine and address educational equity in Norwalk. NPS partnered with Temple University's Dr. Edward Fergus on this multi-faceted project, which includes ongoing implicit bias and diversity training for staff. We value diversity and work hard to ensure that employees are not discriminated against because of race, color, religion, creed, age, marital status, national origin, gender; gender identity or expression, sexual orientation or physical and mental disability.



We Value Our Employees

We understand how important it is to find the right fit when it comes to your career both from a fulfillment viewpoint, but also a lifestyle perspective. That's why recruiting and retaining top candidates is a priority at NPS. Employees of Norwalk Public Schools have access to competitive salaries, benefits and perks, including insurance benefits, retirement benefits, and vacation policy. NPS provides employees with continuous professional growth opportunities, and encourages employees to enrich their educational toolbox throughout their career.



administrator



I've worked in school districts in Ohio, New York, and Connecticut. Norwalk is my favorite. We're wildly diverse, so students grow up understanding that "normal" looks a little different for everyone. We've got schools with choices and a district looking towards the future. But the best part is that we've got kids who are curious and adults who care.

- Julie Parham, Principal, Center for Global Studies High School

About our Students



The Norwalk Public School system delivers a learning experience that is reflective of the global society in which our graduates will work and live.

Norwalk Public School students speak nearly 60 different languages and come from 76 different countries. Our district's rich diversity is a key part of our strength. Norwalk students come from a variety of backgrounds, with more than 40% of students speaking a second language at home. Each year, over 100 students earn the Seal of Biliteracy for languages including French, German, Latin, Polish, Portuguese on their diploma.

Our students are going places!

1 graduation rate has surpassed the state average for the past several years. Many continue on to top institutes of higher learning including: Boston University, Clemson College, Norwalk Community College, University of Connecticut, Syracuse University, and more.

Expanding learning through competitions and challenges

Students across the district participate in local, state and national academic competitions either in person or virtually.

Events include Read Across America Day, the districtwide STEM Expo, National History Day, Invention Convention and National Geographic Geo Bee, and Odyssey of the Mind.

NPS students have earned awards from the Connecticut Regional Scholastic Art program, Martin Luther King Jr. essay challenge, Future Business Leaders of America Conference, CT Teen Vision Show, and Samsung Solve for Tomorrow Contest.



Award Winning Arts

A leading district in the state when it comes to arts access, Norwalk Public Schools has a long, distinguished tradition of music programs including award winning marching bands, orchestra, musicals and nationally recognized performances. Visual and performing arts pathways provide students with the opportunity to follow their passion, while learning curriculum through a creative lens.

Competitive Sports

Norwalk students excel at an assortment of competitive sports including baseball, golf, lacrosse, tennis, volleyball, softball, basketball, ice hockey, wrestling, football, soccer, swimming and more. Our athletes participate in state and national meets and games, earning top rankings in challenging competitions.

Focus on Multi Lingual Learners

We are dedicated to ensuring that our Multi Lingual Learners (MLL) throughout the district receive the best education possible. The MLL and general education teachers work collaboratively to create the same learning opportunities for our MLLs that are afforded all students in the district.



Hispanic/
Latinx
52.79%

White
25.19%

Black or
African
American
14.47%

Asian
4.33%

Multiracial
3.03%

American
Indian or
Alaska
Native
.11%

Native
Hawaiian
or Other
Pacific
Islander
.10%

Who Are Our Students

With nearly 12,000 students in 21 schools across the district, diversity is our greatest strength.

Cutting Edge Technology

The NPS Technology Department provides staff with the tools they need to enhance instruction and improve achievement. We work diligently to implement professional development for staff, ensure that students receive both direct and indirect instruction in the use of computer technology, and assess student technology proficiency.

Outstanding Academics

The richness of Norwalk's diverse community is reflected in our curriculum and our efforts to deliver culturally responsive instruction. The NPS curriculum is based upon Connecticut State Department of Education standards and frameworks, which emphasize the core knowledge and skills required for the success of our students. Our high expectations for students are measured by a variety of assessments and performance evaluations that are aligned with the standards.

Devoted to Special Needs Students

At NPS we know that remarkable outcomes are possible for students with exceptional needs. The Specialized Learning and Student Services Department works with staff and families to ensure that students ages 3-22 with special needs have access to the best services and learning environments possible.

a Highlight on School Choice



NPS high school programs offer a wide variety of opportunities from hands-on industry experience to earning a college degree and health certifications, engaging with counterparts globally and earning a highly coveted diploma.

PreK through middle school students can take advantage of magnet programs

focused on language, character, college and career readiness and visual and performing arts among other options.

In addition, NPS prides itself on neighborhood schools, which build community and offer their own unique programs and educational opportunities. Neighborhood schools include Brookside Elementary

School, Cranbury Elementary School, Jefferson Elementary School, Kendall College & Career Academy, Fox Run Elementary School, Marvin Elementary School, Naramake Elementary School, Rowayton Elementary School, Roton Middle School, West Rocks Middle School, Brien McMahon High School, and Norwalk High School.

Examples of Themed School Choice Programs

Brookside Montessori Primary Program

Based on self-directed activity, the Montessori style of education focuses on hands-on learning and collaborative play.

Norwalk Early Childhood Center

An innovative program for both typical students and students with special needs, NECC supports development through academic, cognitive, emotional, language, physical and creative activities.

Tracey Magnet School

The only school in the state to earn the title of National School of Character in 2019 by Character.org, Tracey students leave their "PRINT" on all that they achieve: Problem solving, Respect, Integrity, Being Neighborly and Taking Responsibility.

Columbus Magnet School

This intra-district K-8 magnet program is based on the Progressive Bank Street/H.O.T. (Higher Order Thinking) model. Students strive for academic excellence through hands-on, integrated units of study and arts infusion.

Silvermine Dual Language Magnet School

A full immersion dual language school, teachers plan and coordinate instructional programs in a team teaching environment at each grade level: one instructs in English, and the other in Spanish.

Wolfpit Elementary School

An arts-centered focus provides students with the opportunity to have an integrated arts education, while engaging in rigorous learning practices. This pathway offers those students with an interest in visual and performing arts the skills they need to continue on the arts trajectory in middle school and beyond.

Nathan Hale Middle School

In addition to standard academic "houses," Nathan Hale Middle School's integrated arts focused program includes theater and dance, as well as an arts-based approach core curriculum.

Ponus Ridge STEAM Academy K-8

Housed in a brand-new state-of-the-art building, this rigorous curriculum utilizes STEAM (Science, Technology, Engineering, Art and Math) lessons and strategies to engage students.

P-TECH Norwalk

Students can earn an associate's degree in software engineering or web development, at no cost, by taking courses at Norwalk Community College during high school. A partnership with IBM gives students access to mentorships, worksite visits, paid internships and potential permanent positions.

teacher

Norwalk teachers have an expectation, and display an understanding of mutual respect within our classrooms creating a safe and judgement-free space that allows for social emotional growth and learning. Once that is established, students become more invested in their own learning.

- Alvena Watkins, 5th Grade Teacher, Naramake Elementary School.





Marine Science Academy at McMahon

Students learn to apply techniques and technology in this diverse field. Hands-on field experiences are available through local apprenticeships.

Digital Media & Communications Academy at Norwalk High

Working with industry partners, DMCA provides a hands-on approach enabling students to master industry standard computer programs. Students also have the opportunity to earn college credits through Quinnipiac University for specific courses.

International Baccalaureate Program & Diploma at McMahon

This comprehensive and rigorous two-year, pre-university course of study is highly regarded by colleges and universities. Those graduating with IB diplomas have a 22 percent higher college acceptance rate.

Center for Global Studies

An inter-district magnet school located at BHMS, students study Chinese, Japanese and Middle Eastern languages and culture, with a focus on global mindedness. Students participate in two-week study tours to destinations across the globe.

McMahon Healthcare Academy

Through Norwalk Community College and Norwalk Hospital, students earn certifications as emergency medical technicians, phlebotomy assistants and patient care technicians.



teacher



As a former student and product of Norwalk Public Schools, I have seen first-hand the progression of our view on education in Norwalk. We have fully embraced the modern world and, have considered the complexities students must be prepared to face. In Norwalk, we accept, embrace, empower and motivate students to be fearless advocates for their wildest dreams, while uplifting those around them.

- Randall D. Austin, Instructional Coach of Digital Learning

Why Norwalk

Only 45 minutes from New York City, this lively coastal community in Fairfield County offers unique cultural experiences, award-winning beaches, shopping opportunities, restaurants and night life.

The Maritime Aquarium and Stepping Stones Children's Museum gets more than 750,000 visitors a year and are complimented by the annual events including the SoNo Arts Festival, Oyster Festival and the In-Water Boat Show.

SoNo is a historic boat harbor, which now serves as a hub for vibrant dining, retail, and entertainment with growing businesses and a residential community. The Norwalk shoreline provides access to some of Connecticut's best boating, public beaches, lighthouses, protected islands and marinas. Norwalk is home to a variety of parks and outdoor destinations including Cranbury Park. The park's expansive 227 acres offers a series of wooded trails and a dog friendly environment in the orchard, along with

the lovely limestone Tudor Revival Gallaher mansion.

With its great location and quality housing options, Norwalk has something for everyone! Apartment living in Norwalk offers residents an urban-suburban mix and feel, with lots of restaurants, coffee shops, and parks. Many young professionals and families choose to live in one of Norwalk's diverse residential areas.



Top 10 Reasons We Love Norwalk

- 1 Beach and boating along Long Island Sound.
- 2 Historical events – Revolutionary War.
- 3 Diverse residents from all over the world!
- 4 Oyster Festival – long history in farming oysters, muscles, and clams in Long Island Sound waters.
- 5 Diverse range of places to eat—lots of restaurants.
- 6 Maritime Aquarium – educate the community and protect the marine plant and wildlife in and along the Long Island Sound.
- 7 Stew Leonard's – best soft serve ice cream!
- 8 Easy commute/travel to NYC and Massachusetts.
- 9 Plenty of local job opportunities.
- 10 A lot of community programs for families to engage in with their children, such as summer camps, sports camps and more.





To apply for a Norwalk Public School's position visit:

www.applitrack.com/norwalk/onlineapp

To view the Norwalk Public School's website:

www.norwalkps.org

Learn more about Norwalk:

www.visitnorwalk.org

Human Resources

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