End-of-Cycle Summative Evaluation Report: Superintendent

Superintendent:	Linus J. Guillory Jr., PhD	
Evaluator:	David A. Pearlman, aggregating individual evaluations on behalf of School Committee	*David A. Pearlman* 8/3/23
	Name	**Signature** **Date**

Step 1: Assess Progress Toward Goals (*Reference performance goals; check one for each set of goal[s].*)

Professional Practice Goal(s)	☐ Did Not Meet	☐ Some Progress	☐ Significant Progress	☒ **Met**	☐ Exceeded
Student Learning Goal(s)	☐ Did Not Meet	☐ Some Progress	☐ Significant Progress	☒ **Met**	☐ Exceeded
District Improvement Goal(s)	☐ Did Not Meet	☐ Some Progress	☐ Significant Progress	☒ **Met**	☐ Exceeded

Step 2: Assess Performance on Standards (*Reference Performance Ratings per Standard; check one box for each Standard.*)

Unsatisfactory = Performance on a standard or overall has not significantly improved following a rating of *Needs Improvement*, or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.

Needs Improvement/Developing = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected.

Proficient = **Proficient** practice is understood to be fully satisfactory. **This is the rigorous expected level of performance.**

Exemplary = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Standard I: Instructional Leadership			X	
Standard II: Management and Operations			X	
Standard III: Family and Community Engagement			X	
Standard IV: Professional Culture			X	

Step 3: Rate Overall Summative Performance (*Based on Step 1 and Step 2 ratings; check one.*)

☐ **Unsatisfactory**　　　☐ **Needs Improvement**　　　**X Proficient**　　　☐ **Exemplary**

Step 4: Add Evaluator Comments

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*.

Comments:

Superintendent's Performance Goals

Superintendents must identify at least one student learning goal, one professional practice goal, and two to four district improvement goals. Goals should be SMART and aligned to at least one focus Indicator from the Standards for Effective Administrative Leadership.

Goals	Focus Indicator(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Student Learning Goal 1	Supervision and Evaluation (Goal 1)	• Began re-envisioning administration professional development; topics selected based on administrator needs, observations of trends as well as updates in DESE regulations • Welcomed a new Town Administrator and host frequent meetings with the Town Administrator • Provide ongoing, regular feedback to school leaders; emphasis on thought partnering with them to work through problems of practice/challenges with which they are grappling • Each of my director reports is on track to receive their written feedback by June 30, 2023 • By September, ensure evaluators communicate timelines and expectations • Model visible leadership through presence and engagement at District events				X	
Student Learning Goal 2	PSB Multi-year Educational Strategic Plan (Goal 2)	• Mantra: Keep the main thing, the main thing • Students at the Center • *Every student by face and name, to, through and beyond graduation* • Launched the strategic plan development process in July 2022 with the School Committee • Held a leadership retreat in August 2022 with SWOT (strengths, weaknesses, opportunities, threats) analysis of current practices and culture • In the spring 2023, began the community stakeholder engagement process and host envisioning the future sessions • Began developing action steps and begin identifying key strategic initiatives • Dr. Ruth Gilbert-Whitner presented the status of the plan at School Committee May 2023 • District administrators began drafting action plans June 23, 2023				X	

District Improvement Goal 1	Fiscal Stewardship (Goal 3)	• Operated the district with a consultant acting in the capacity of Deputy Superintendent for the year; worked closely with the Finance subcommittee chair and committee to improve financial reports/reporting • Hired a Deputy Superintendent of Administration and Finance • Clean audit for FY22 End of Year Report • PSB Budget book and quarterly reports reporting all educational funds • Settled paraprofessional contract with BEU • Secured both an operating and debt exclusion override • Coordinated with the Town to disperse ARPA premium payments • Coordinating with the Town to transition functions to school payroll (MTRS & Deductions)			**X**	
District Improvement Goal 2	Department Reorganization (Goal 5)	• First draft of a reorganization plan for Administration and Finance ○ goal was to bring back or initiate missing core functions of work ○ increase the departments coherence as well as ability to support/serve/meet the District's needs ○ ideally in a budget neutral FTE way ○ organized by function not necessarily by person • Structurally, parts of the Office of Strategy have been "penciled" into A/F			**X**	
Professional Practice Goal	New Superintendent Induction Program (Goal 4)	• Active participation in year two of Cohort 12 Massachusetts Association of School Superintendent's New Superintendent Induction Program (NSIP); attended every session (remote and in-person) • Received ongoing coaching from Dr. Matt King, NSIP coach; regular NSIP cohort meetings meetings and individual meetings • Serve as a thought partner frequently with NSIP colleagues; have built a network of colleagues to call upon to exchange ideas as well as get feedback • Leverage resources from NSIP with senior team and/or school leaders			**X**	

Standards and Indicators for Effective Administrative Leadership *Superintendents should identify 1-2 focus Indicators per Standard aligned to their goals.*			
I. Instructional Leadership	**II. Management & Operations**	**III. Family & Community Engagement**	**IV. Professional Culture**
I-A. Curriculum I-B. Instruction I-C. Assessment I-D. Evaluation I-E. Data-Informed Decisionmaking I-F. Student Learning	II-A. Environment II-B. HR Management and Development II-C. Scheduling & Management Information Systems II-D. Law, Ethics and Policies II-E. Fiscal Systems	III-A. Engagement III-B. Sharing Responsibility III-C. Communication III-D. Family Concerns	IV-A. Commitment to High Standards IV-B. Cultural Proficiency IV-C. Communication IV-D. Continuous Learning IV-E. Shared Vision IV-F. Managing Conflict

Superintendent's Performance Rating for Standard I: Instructional Leadership

Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)	U	NI	P	E
I-A. Curriculum: Ensures that all instructional staff design effective and rigorous standards-based units of instruction consisting of well-structured lessons with measureable outcomes. **X Focus Indicator (check if yes)**			X	
I-B. Instruction: Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness. **X Focus Indicator (check if yes)**			X	
I-C. Assessment: Ensures that all principals and administrators facilitate practices that propel personnel to use a variety of formal and informal methods and assessments to measure student learning, growth, and understanding and make necessary adjustments to their practice when students are not learning. ☐ **Focus Indicator (check if yes)**			X	
I-D. Evaluation: Ensures effective and timely supervision and evaluation of all staff in alignment with state regulations and contract provisions. **X Focus Indicator (check if yes)**			X	
I-E. Data-Informed Decision Making: Uses multiple sources of evidence related to student learning—including state, district, and school assessment results and growth data—to inform school and district goals and improve organizational performance, educator effectiveness, and student learning. ☐ **Focus Indicator (check if yes)**			X	
I-F. Student Learning: Demonstrates expected impact on student learning based on multiple measures of student learning, growth, and achievement, including student progress on common assessments and statewide student growth measures where available. ☐ **Focus Indicator (check if yes)**			X	
OVERALL Rating for Standard I: Instructional Leadership **The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.**			X	
Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary, Needs Improvement* or *Unsatisfactory*):				

Superintendent's Performance Rating for Standard II: Management & Operations

Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)	U	NI	P	E
II-A. **Environment: Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, emotional, and social needs.** ☒ **Focus Indicator (check if yes)**			X	
II-B. **Human Resources Management and Development: Implements a cohesive approach to recruiting, hiring, induction, development, and career growth that promotes high-quality and effective practice.** ☐ **Focus Indicator (check if yes)**		X		
II-C. **Scheduling and Management Information Systems: Uses systems to ensure optimal use of data and time for teaching, learning, and collaboration, minimizing disruptions and distractions for school-level staff.** ☐ **Focus Indicator (check if yes)**			X	
II-D. **Law, Ethics, and Policies: Understands and complies with state and federal laws and mandates, school committee policies, collective bargaining agreements, and ethical guidelines.** ☐ **Focus Indicator (check if yes)**			X	
II-E. **Fiscal Systems: Develops a budget that supports the district's vision, mission, and goals; allocates and manages expenditures consistent with district- and school-level goals and available resources.** ☒ **Focus Indicator (check if yes)**				X
OVERALL Rating for Standard II: Management & Operations **The education leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.**			X	

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary, Needs Improvement* or *Unsatisfactory*):

Superintendent's Performance Rating for Standard III: Family and Community Engagement

Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)	U	NI	P	E
III-A. Engagement: Actively ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district, and community. X **Focus Indicator (check if yes)**			X	
III-B. Sharing Responsibility: Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community. ☐ **Focus Indicator (check if yes)**			X	
III-C. Communication: Engages in regular, two-way, culturally proficient communication with families and community stakeholders about student learning and performance. X **Focus Indicator (check if yes)**			X	
III-D. Family Concerns: Addresses family and community concerns in an equitable, effective, and efficient manner. ☐ **Focus Indicator (check if yes)**			X	
OVERALL Rating for Standard III: Family & Community Engagement The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the district and its schools.			X	
Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary, Needs Improvement* or *Unsatisfactory*): 				

Superintendent's Performance Rating for Standard IV: Professional Culture

Rate each focus Indicator and indicate the overall Standard rating below. (*Focus Indicators are those aligned to superintendent goal(s).)	U	NI	P	E
IV-A. Commitment to High Standards: Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for achievement for all. ☐ **Focus Indicator (check if yes)**			X	
IV-B. Cultural Proficiency: Ensures that policies and practices enable staff members and students to interact effectively in a culturally diverse environment in which students' backgrounds, identities, strengths, and challenges are respected. X **Focus Indicator (check if yes)**			X	
IV-C. Communication: Demonstrates strong interpersonal, written, and verbal communication skills. X **Focus Indicator (check if yes)**			X	

IV-D. **Continuous Learning: Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices, and theory to continuously adapt practice and achieve improved results. Models these behaviors in his or her own practice.** ☐ **Focus Indicator (check if yes)**			X	
IV-E. **Shared Vision: Successfully and continuously engages all stakeholders in the creation of a shared educational vision in which every student is prepared to succeed in postsecondary education and become a responsible citizen and global contributor.** ☐ **Focus Indicator (check if yes)**			X	
IV-F. **Managing Conflict: Employs strategies for responding to disagreement and dissent, constructively resolving conflict and building consensus throughout a district or school community.** ☐ **Focus Indicator (check if yes)**			X	
OVERALL Rating for Standard IV: Professional Culture The education leader promotes the learning and growth of all students and the success of all staff by nurturing and sustaining a districtwide culture of reflective practice, high expectations, and continuous learning for staff.			X	
Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary, Needs Improvement* or *Unsatisfactory*):				