

Staff Survey: Performance of the Superintendent SurveyMonkey

1. I am a

		Response Percent	Response Count
Paraprofessional		15.3%	48
Secretary/Clerical/Support Staff		4.2%	13
Teacher/Nurse/Psychologist/Counselor or any specialist who is in SEA Unit A		70.3%	220
Assistant Principal/Director/Coordinator		6.1%	19
Central Office Administrator/Principal		4.2%	13
		answered question	313
		skipped question	0

2. Please rate the superintendent's level of commitment to the well being of students.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		0.0%	0
Adequate		1.6%	5
Good		9.3%	29
Excellent		87.8%	273
Not sure/not enough information		1.3%	4
		answered question	311
		skipped question	2

3. Please rate the superintendent's level of commitment to the well being of staff.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		0.6%	2
Adequate		5.8%	18
Good		25.1%	78
Excellent		67.5%	210
Not sure/not enough information		1.0%	3
answered question			311
skipped question			2

4. Please rate the superintendent's commitment to creating conditions for student success.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		0.0%	0
Adequate		2.3%	7
Good		17.4%	54
Excellent		79.4%	246
Not sure/not enough information		1.0%	3
answered question			310
skipped question			3

5. Please rate the superintendent's commitment to creating conditions for staff success.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		1.6%	5
Adequate		8.4%	26
Good		33.0%	102
Excellent		56.6%	175
Not sure/not enough information		0.3%	1
answered question			309
skipped question			4

6. Please rate the superintendent's leadership in ensuring that our schools are doing a high quality job of educating students.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		0.0%	0
Adequate		3.5%	11
Good		18.6%	58
Excellent		76.5%	238
Not sure/not enough information		1.3%	4
answered question			311
skipped question			2

7. Please rate the superintendent's management of budget resources.

		Response Percent	Response Count
Very poor		0.3%	1
Poor		0.3%	1
Adequate		3.8%	12
Good		19.2%	60
Excellent		70.5%	220
Not sure/not enough information		5.8%	18
answered question			312
skipped question			1

8. Please rate the superintendent's management of the operations of the school district.

		Response Percent	Response Count
Very poor		0.3%	1
Poor		0.0%	0
Adequate		2.3%	7
Good		19.2%	59
Excellent		69.7%	214
Not sure/not enough information		8.5%	26
answered question			307
skipped question			6

9. Please rate the superintendent's visibility in the schools and community.

		Response Percent	Response Count
Very poor		0.6%	2
Poor		4.5%	14
Adequate		9.6%	30
Good		30.5%	95
Excellent		52.7%	164
Not sure/not enough information		1.9%	6
answered question			311
skipped question			2

10. Please rate the superintendent's communication of important issues affecting the schools.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		0.3%	1
Adequate		3.2%	10
Good		9.3%	29
Excellent		87.1%	271
Not sure/not enough information		0.0%	0
answered question			311
skipped question			2

11. Please rate the superintendent's effectiveness at advocating for the needs of the schools.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		0.3%	1
Adequate		1.6%	5
Good		10.3%	32
Excellent		87.2%	272
Not sure/not enough information		0.6%	2
answered question			312
skipped question			1

12. Please rate the superintendent's overall performance.

		Response Percent	Response Count
Very poor		0.0%	0
Poor		0.6%	2
Adequate		2.3%	7
Good		17.2%	53
Excellent		79.2%	244
Not sure/not enough information		0.6%	2
answered question			308
skipped question			5

13. Comments:

	Response Count
	102
answered question	102
skipped question	211

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Comments begin on page 9.

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Q13. Comments:

1	* on question # 9, Dr. Sawyer has been much more visible in schools in the past, I think this year may be an anomaly, due to all the work he had to do with the budget.	Jun 16, 2014 10:57 AM
2	The grass roots campaign for the override took longer than I anticipated. Thus I was skeptical that it would happen. However, as I have stated several times this year, I am overly impressed and very grateful for the work the Superintendent did to make this happen. He clearly understood the nuances, climate and most tactful way to approach the issue (something I clearly knew nothing about), and the overwhelming YES vote was a clear indicator of this. I appreciate the clarity he and the School Committee brought to the town around the issues of the school and I am very happy that the people of the town understood and heard them. I am also grateful for the many times he and the School Committee brought clarity to the town regarding teacher's fair salaries and current working conditions. I feel confident that such issues would be handled in a similar manner and now know that I need to be more patient. On a different note, I do feel like some kind of shift in relationship between the Superintendent's office and the teacher community has happened over the last couple of years. The "family" I felt like I was hired by when I started has changed dynamic with the Central Office staff changes, and I now feel like I'm working for a "company" at times. Although I feel like a high level of professionalism is necessary, I feel like having strong relationships between all of us is equally important and can only strengthen the professionalism in a non-threatening way. I'm not sure whether or not more visibility, more opportunities for Central Office Staff and teachers to work side-by-side, more individual conversations with teachers, etc. will help this, but it may be worth a try. Thanks and I look forward to the summer...and then another great school year!	Jun 16, 2014 8:59 AM
3	Doctor Sawyer has represented Shrewsbury Public Schools in a very professional and positive way. I watched the recent televised meetings where Dr. Sawyer discussed the teachers and staff, and I was very moved by how he felt about us, and the work we do. It makes me proud to work here. Thank you Joe.	Jun 16, 2014 8:21 AM
4	I feel as though Dr. Sawyer has done an excellent job managing the district given the limited resources and financial challenges that he has faced. He also did an excellent job advocating for the override for the benefit of student learning. He was very visible, well spoken and transparent in his communications with the community. It is easy to be excellent in excellent conditions.....it is exemplary to be excellent in horrible conditions. Thank you Dr. Sawyer	Jun 16, 2014 5:37 AM
5	There aren't enough words to properly thank you for all that you do for our school system. As both a teacher and parent in this town I THANK YOU from the bottom of my heart!	Jun 15, 2014 9:49 PM
6	I am honored to work for Dr. Sawyer and feel strongly that this school system has been able to survive the budget crisis of the past few years because of his leadership, dedication to learning, and specifically because of his strong advocacy for teachers, students and learning environments. Dr. Sawyer, your communications to staff are always respectful and encouraging. Even in difficult times when it would be understandable that teachers could feel overworked and unappreciated, it never once felt that our administration undervalued us. Your encouraging words and advocacy on the behalf of quality education helped me	Jun 15, 2014 2:54 PM

Q13. Comments:

as a teacher to continue to believe in what I do every day and that there is great value in it even if most people can not even begin to understand or recognize the difference we make in the lives of our students. Thank you for being an incredible leader and advocate for teachers and students, and for working tirelessly to preserve the integrity of our district and the quality of the education we can provide for our students.

7	It has been a difficult number of years with budget cuts, and dealing with implications on students and staff. Dr. Sawyer worked tirelessly to make the public aware of the implications of these cuts on students. This culminated with a successful override measure, due in a large part to his leadership. It is exciting to imagine the possibilities for our district now with Dr. Sawyer's vision at the helm and resources that allow us to build our educational program.	Jun 15, 2014 11:55 AM
8	Dr. Sawyer's tireless advocacy for students & staff during this EXTREMELY trying last few years has been nothing less than superb. Less dedicated individuals might have thrown in the towel and left the district. We are very fortunate to have his leadership.	Jun 15, 2014 10:25 AM
9	Dr. Sawyer has the ability to balance being a visible authority figure while at the same time being approachable.	Jun 14, 2014 9:51 PM
10	We appreciate all of the time dedicated to the vote - it shows your passion for student success. We appreciate all of your communication - I understand that it is difficult to be in the school due to the many demands of your position. Your frequent communication shows just how in touch you are with the schools, families and students even when you can't physically be there. thanks for all of your time and efforts!!	Jun 14, 2014 3:53 PM
11	I think the recent vote shows the support for our schools is loud and clear. What we have been able to do without any money has been so outstanding. Watch what we can do now!! Thanks to Joe for not giving up on us and leading us to the next level!!	Jun 14, 2014 12:21 PM
12	We are so lucky to have Dr. Sawyer as our Superintendent! Thank you for a job WELL done!	Jun 14, 2014 12:10 PM
13	I feel we are in very good hands here in Shrewsbury! Joe is very approachable and devoted to doing the very best for all of us. I feel privileged to work with him.	Jun 14, 2014 10:59 AM
14	We are lucky to have such a committed Superintendent who communicates our successes and challenges regularly. I think this is part of your strength; it makes the faculty feel heard, and represented to other stakeholders. Thanks.	Jun 13, 2014 10:48 PM
15	Despite the challenges this year with financial needs and negotiating a teacher's contract, Dr. Sawyer maintained open communication with all parties impacted by the issues. He consistently welcomed faculty, student, and community input regarding the needs of our schools.	Jun 13, 2014 7:24 PM
16	Regarding question #9: there is a difference between being visible in the community and being visible in the schools. Dr. Sawyer is very visible in the community but he is not visible at our school.	Jun 13, 2014 6:20 PM

Q13. Comments:

17	<p>It'd be nice to give feedback on how things have been at Oak, and I'm not sure if you're aware, given the other priorities of your office (ie budget/over-ride). While I do think our Administration at Oak has some admirable qualities between the three of them...each with their own strengths, there are great weaknesses that Dr. Jones really needs to address. The commitment to holding students accountable for significant misbehaviors is truly lacking. To not discipline students taking photos of substitutes rears, or pictures of their teachers and post it (on Instagram) with negative comments is unacceptable. How do you think teachers feel when it looks as if their administration-their leaders-to not care about them or support them? We need staff meetings with an "Open Forum" type atmosphere, and where we feel safe/comfortable talking. We need "Stress Relieving" styled staff meetings to say, Hey! We get it! You are stretched thin, tired, and hanging in there!" I don't know if our administration truly realized how difficult this year has been for the teachers, and this is why we need their full support...whether it be with discipline or not. We need to know we're supported and all have common goals. I'd love to see you talk with the Administration at Oak and see how they feel this past year went. I'd like for them to reflect with you how they've done, and what they could improve on. Everyone has growth, though I feel as if some of our Admin have plateaued.</p>	Jun 13, 2014 6:19 PM
18	<p>Thank you for your dedication to our school district. We're very lucky to have you!</p>	Jun 13, 2014 6:02 PM
19	<p>Thanks for all you do!! I am very proud to say that you are our superintendent.</p>	Jun 13, 2014 5:55 PM
20	<p>Specialists next year will be overloaded with classes, students, and responsibilities with no information, meeting with other specialists (dept. or grade level), and no respect from the administration. No respect at all for professional teachers.</p>	Jun 13, 2014 5:49 PM
21	<p>I am very grateful to have Dr. Sawyer as my superintendent. His efforts in educating the community of budgetary issues and the direct effect on student success played a huge role in the passing of the override. The last few years have been difficult and I am excited for the 2014-2015 school year under the direction for Dr. Sawyer! Good things are in store for our community because of his efforts.</p>	Jun 13, 2014 5:41 PM
22	<p>There are too many central office meetings that pull the principals out of the building. We need them here to effectively complete the evaluation system and to help meet the needs to the students.</p>	Jun 13, 2014 3:54 PM
23	<p>It is a privilege to work in Shrewsbury Public Schools. While this year has not been without its challenges, I have felt supported. In spite of a lack of resources, I still had an incredible school year. I have learned a great deal from my colleagues, my students and my supervisors. I know Dr. Sawyer has the students' best interests in mind at all times, and because of that we are a successful school district. With such an extraordinary leader, continued growth next year is inevitable! It will be exciting to see what we can accomplish next.</p>	Jun 13, 2014 12:12 PM
24	<p>It appears that Dr. Sawyer's personal relationship with some of his administrators prevents him from getting an objective pulse of the atmosphere in some of the town's schools. Perhaps he does not get it that deplorable moral in buildings very much impacts the quality of learning for all students even if there</p>	Jun 13, 2014 9:50 AM

Q13. Comments:

is no concern for staff. The moral and working atmosphere for in some of the schools is terrible but the fear of retaliation by administration makes it impossible for staff to voice their concerns many of which are very real and not just a function of the budget. Dr. Sawyer has an obligation to ensure that the working conditions for all staff and students are positive and bully free. With regards to the budget it appears that excessive funding is allocated for administrative positions and curriculum coordinators when there is no funding allocated for materials with many departments with in need of updated materials. Accountability is lacking from the top down and the role of the teacher is becoming more and more difficult. The learning atmosphere is impacted by the concerns addressed above for which Dr. Sawyer is responsible for.

25	none	Jun 13, 2014 8:07 AM
26	After leaving he discussion about our health insurance, I felt disrespected...the road to this contract was long.	Jun 12, 2014 9:34 PM
27	Thank you for your work on the budget this year. I appreciated your explanations about teacher salaries, as well as your advocacy for the students and teachers.	Jun 12, 2014 2:18 PM
28	I think that Joe really cares about the district doing well in MCAS, college acceptances and anything that makes the district (and he) look good. He does care that the kids get a good education, however, I don't think that he cares that much about whether or not the teachers are happy, like coming to work, or that they like the administration and feel that they are heard by the administrative team. Some teachers are treated very poorly, don't feel that they are heard or respected by administration and are not happy to come to do work that many of them love (teaching kids). It's a shame that so many people are unhappy about school.	Jun 12, 2014 1:47 PM
29	You are a very dedicated, knowledgable and committed to the educational and emotional well-being of our student community. Nice work!	Jun 12, 2014 1:25 PM
30	I am very proud to be working a district with a strong leader who is approachable and who is also an eloquent speaker who has fought hard for the acceptance of this new budget. Thank you Dr. Sawyer!	Jun 12, 2014 11:28 AM
31	It's a pleasure to work under and have my own kids attend SPS under his excellent leadership. I feel fortunate that we have Dr Sawyer in this important position.	Jun 12, 2014 7:45 AM
32	Shrewsbury school employees, parents, and children owe you a debt of gratitude for your communication to the community throughout the override process. I am so thankful for this outcome.	Jun 12, 2014 12:03 AM
33	It would be nice to see you more visible in the buildings. I honestly don't think I saw you at all this year!	Jun 11, 2014 9:48 PM
34	So so very, very proud to work in the Shrewsbury school system with so many dedicated professionals.	Jun 11, 2014 9:22 PM
35	Thank you!	Jun 11, 2014 9:09 PM

Q13. Comments:

36	Thanks for all you do for the students and teachers. The information you provided to the community and your commitment to our students played a huge part in helping to pass the override.	Jun 11, 2014 9:06 PM
37	I thought the superintendent did an excellent job communicating issues affecting the schools through very timely, thorough emails. It was very clear throughout the entire override process exactly what the superintendent was "fighting" for and why (through not only these emails but school committee meetings, staff meetings, etc.). On a smaller (?) note, I try to attend many high school events and I often saw Dr. Sawyer there supporting the students. I always appreciated this, and I know the students and my colleagues noticed as well. Additionally, I am always impressed by and appreciative of Dr. Sawyer's efforts to know his staff and make an effort to connect with us. I am proud to work in Shrewsbury and it is evident that Dr. Sawyer is as well.	Jun 11, 2014 8:46 PM
38	I personally do not think we could ask for a better superintendent! He's had difficult obstacles, particularly in regards to our financial resources... Glad we go that over ride passed!!!!	Jun 11, 2014 8:33 PM
39	Thank you for your frequent communication with SPS faculty and staff regarding budget and other critical information.	Jun 11, 2014 8:30 PM
40	I do not see Dr. Sawyer in my school as much as I have seen him in the past. I am sure that a lot of this had to do with his need to be out in the community meeting with parents and residents in regards to the difficulties with this years budget. I feel that Dr. Sawyer did a good job explaining and defending the needs of the school district when discussing the override; he did not let the false information being spread distract him from his goal of getting the students the services and supports that they need.	Jun 11, 2014 8:29 PM
41	Thank you for all of your hard work and tireless hours surrounding educating the town about the desperate need for the override. I am grateful for your commitment to our students, our staff, our schools and our town.	Jun 11, 2014 8:24 PM
42	I wish we could do this for our principals as well.	Jun 11, 2014 7:59 PM
43	Very grateful for Dr. Sawyer's leadership.	Jun 11, 2014 6:49 PM
44	As an employee of SPS and a parent of an SPS student I feel that the level of communication from Dr. Sawyer is exceptional! His voice and advocacy for the school system was instrumental in the passing of the over-ride.	Jun 11, 2014 6:38 PM
45	I am proud to be a teacher in Shrewsbury. Joe has given us the recognition and status of being a superb teaching community. I applaud Joe for his time, effort and diligence in being the key person to help in the override. He always has the Shrewsbury Public Schools - children, teachers, parents and community members in mind. I am happy that Joe lives in town, his children go to the schools, and hopefully this will keep him planted in Shrewsbury until his retirement.	Jun 11, 2014 5:24 PM
46	With the stress of the new evaluation system, I was very impressed with how you have worked so hard to have us remember that we are all in this together and that we will make mistakes but we will keep working toward growth. I did not feel	Jun 11, 2014 4:38 PM

Q13. Comments:

the amount of stress that I thought we would have.

47	The budget situation this year was communicated very well and was very clear from the start.	Jun 11, 2014 4:05 PM
48	I am thrilled that we have Joe as our leader. We have experienced a very challenging time in SPS and he has been supportive, strategic about funding, a great communicator, and a wonderful representative of our school district. I am very excited about where he will lead us in the future as we have more resources to continue our mission of educating the students here in Shrewsbury.	Jun 11, 2014 3:34 PM
49	I sincerely appreciate your level of communication to both the staff and community. The reason I gave lower performance levels around commitment to staff is because we NEED our principals in our buildings and this year they were taken away for too many meetings. My hope is that with the budget being somewhat stabilized we can have less time that our principals are at SLT. I am proud to work in a district where the superintendent works so hard to communicate and be transparent even when that won't please everyone. Thank you for your work for our children.	Jun 11, 2014 3:19 PM
50	Tough job. He does it well.	Jun 11, 2014 3:12 PM
51	My family and I are tremendously grateful to Dr. Sawyer for his dedication to the schools and town of Shrewsbury. Now more than ever, I'm so proud to be raising my family in Shrewsbury and honored to be an educator in Shrewsbury schools.	Jun 11, 2014 2:46 PM
52	I truly believe Dr. Sawyer does an outstanding job. I believe his efforts were a major driving force in the passing of the override.	Jun 11, 2014 2:28 PM
53	Thank you for all that you do!!	Jun 11, 2014 2:18 PM
54	Joe is a great leader. I prefer to share any other feedback personally, as Joe creates a great climate for collaborative feedback.	Jun 11, 2014 2:17 PM
55	Dr. Sawyer's leadership through such a turbulent year has been nothing short of remarkable. I am grateful to work with and for a leader that will not waver in the advocacy of all children in Shrewsbury. On a macro level, Joe has a deep knowledge of 'district' needs and is able to articulate them to the community through many avenues of communication, as demonstrated throughout the budget process. On a micro level, Joe knows and supports students, staff, and administrators in every building. He is dedicated to the people who live and work in the district.	Jun 11, 2014 2:12 PM
56	Your leadership around the budget issues made a world of difference in staff and community understanding about the dire situation the district faced. Thank you!	Jun 11, 2014 2:01 PM
57	Dr. Sawyer's leadership continues to be excellent especially during this challenging FY15 Budget process. Although, Dr. Sawyer had to devote an extraordinary amount of time to the budget process he was always accessible to principals and available whenever we needed him to address an individual school matter. Thank you, Joe!	Jun 11, 2014 2:01 PM

Q13. Comments:

58	I think that our superintendent is super!!! I could not be happier working under his direction. Thank you for all that you do!!!	Jun 11, 2014 1:57 PM
59	We are very lucky to have such a strong, capable leader. I feel blessed to be working in Shrewsbury.	Jun 11, 2014 1:20 PM
60	It is hard to imagine a stronger advocate/spokesperson for the Shrewsbury School System. Congratulations on your amazing effort and communication to ensure the successful override vote!	Jun 11, 2014 1:19 PM
61	We are very fortunate to have such a dedicated Superintendent who takes great pride in his schools and community.	Jun 11, 2014 1:15 PM
62	You will never find a more dedicated professional than Dr. Sawyer. I am blessed to work as a teacher in this community as well as raise a family here.	Jun 11, 2014 1:08 PM
63	Dr. Sawyer's positive "can-do" leadership extends beyond the schools and into the Shrewsbury community. Through his many well worded effective campaigns, Shrewsbury citizens knew a yes vote was important. Thank you!	Jun 11, 2014 1:06 PM
64	Dr. Sawyer has been an excellent advocate for the teaches and staff at SHS. I respect and admire him very much.	Jun 11, 2014 1:03 PM
65	Unfortunately, this was a year in which you had to prove what a fantastic leader you are. Fortunately, you did! We all knew that you would. Thank you for leading us through tough times. I hope, for everyone's sake, that the future years are a little smoother sailing.	Jun 11, 2014 12:53 PM
66	I'm proud to work in a system where there is strong leadership that begins with the Superintendent.	Jun 11, 2014 12:44 PM
67	I have worked under many superintendents in my teaching career and I never had one so engaged and approachable with all levels of the district. He works hard to maintain a strong healthy community within the district and within the town. He is a true model for all superintendents.	Jun 11, 2014 12:43 PM
68	No one could have done a better job than Dr. Sawyer did during this critical time for SPS.	Jun 11, 2014 12:32 PM
69	I think Joe is doing an amazing job. I realize this year has been incredibly busy for him, as he has been advocating for the override in so many ways. The only area that I would suggest he improve in is in making more frequent visits to the schools. I don't feel like I've seen him as much this year as in some past years.	Jun 11, 2014 12:27 PM
70	Joe is a very compassionate and caring individual. He is always very prepared for meetings and is honest and straightforward with his comments and answers. I think we are very lucky to have such an intelligent, hardworking, charismatic, and knowledgeable Superintendent of Schools.	Jun 11, 2014 12:27 PM
71	I feel privileged to have the opportunity to work alongside Joe! He is an incredible leader and colleague.	Jun 11, 2014 12:26 PM
72	Well done, as usual. Thank you.	Jun 11, 2014 12:24 PM

Q13. Comments:

73	Joe has done a wonderful job in communicating the needs of the school department to the community & helping to secure additional funding. Of particular interest to me was the clear & concise data he put out to the community - graphs, tables, etc. I think it really helped our cause. He is an outstanding writer & I very much like reading articles he writes about the various "happenings" in the schools.	Jun 11, 2014 12:22 PM
74	One of the things you said when you were in the running for the superintendent's job was that you had plans to take some things off teachers' plates and that you would inform the parents of these things. You said this in the presentation room of the high school. I have never seen any evidence of this. Our plates get bigger as does our workload. You did a good job informing people about the override but I still feel you are out of touch with regard to the workload and responsibilities of a classroom teacher. We are social workers, psychologists, counselors, nurses, politicians and teachers. We need more support in the EIT process and getting the students the services they need rather than burying them and us under a pile of paperwork.	Jun 11, 2014 12:19 PM
75	Each year, since serving as SPS's Superintendent, Dr. Sawyer has expressed the great education we have to offer and how overtime continued to share his concerns for class size and the outcome on student learning. He continues to highlight student and staff achievements, while advocating for the students here in Shrewsbury. He has maintained transparent in the communications with families and the various committees he works with regularly - specifically on budget related topics. He has gained trust and support from the school committee and other town groups. This override victory is evidence to his continued dedication, support and professionalism to the students, staff and the Shrewsbury Community! It is a pleasure to work under Dr. Sawyer's leadership!	Jun 11, 2014 12:19 PM
76	Joe's committment, hard work and drive make him a great Leader and role model.	Jun 11, 2014 12:16 PM
77	This was a very hard year to be superintendent and I think Dr. Sawyer came through as an articulate, passionate and informed advocate for the eduction of all Shrewsbury students.	Jun 11, 2014 12:12 PM
78	Dr Bent used to come and spend the day at each school. Dr Sawyer might spend a an hour or so. I don't remember even seeing him at all this year.	Jun 11, 2014 12:05 PM
79	Dr. Sawyer is very committed to the students, families, and staff of the Shrewsbury Public Schools. I am proud to say that I work in this district and I know that Dr. Sawyer would support us (and has!) when needed. Kudos to Joel!	Jun 11, 2014 12:03 PM
80	A great Leader!	Jun 11, 2014 11:59 AM
81	Very proud to be serving in this district under Dr. Sawyer's leadership.	Jun 11, 2014 11:59 AM
82	I think there are times when the needs of administration definitely take precedence over the needs of the teaching staff. This was evident in the cuts that were proposed if there was a "no" vote. During his hiring process, he talked of taking things off of teachers' plates in the wake of higher class sizes. As far as I can see, this hasn't been done.	Jun 11, 2014 11:56 AM

Q13. Comments:

83	Excellent job overall. Standard based reporting (1,2,3,4,) needs to be revisited. This reporting method is too vague/broad.	Jun 11, 2014 11:56 AM
84	As a member of the District Leadership Team, I couldn't be more confident in the superintendent's leadership. Although the override was a concerted effort, Joe masterfully steered the ship through countless land mines. Quite simply, I honestly don't think we would have received the overwhelming support from the town without Joe's leadership. In all seriousness, I think it's important for the School Committee to financially recognize his leadership with a substantial raise that will be attractive enough for Joe to stick around for a long time to come.	Jun 11, 2014 11:54 AM
85	Dr. Sawyer had a tough year this year. I especially appreciated the response he gave to the gentleman who questioned teachers' salaries at the school committee meeting. Thank you for making Shrewsbury a great district to work in!	Jun 11, 2014 11:46 AM
86	I think that Dr. Sawyer has done an incredible job during a very tough year. He has supported his staff and students 100%. He communicated clearly with staff through the entire budget process. I feel that he has the best interests of the district in mind at all time and does everything that he can to help us be successful.	Jun 11, 2014 11:38 AM
87	He does a tremendous job leading our students, staff, and town members in the direction that we should be going. I can't imagine another person doing a better job than him. It helps me put in the extra effort preparing lessons, units, and curriculum knowing how hard he is working to make our schools the best learning environment possible. Keep up the outstanding work.	Jun 11, 2014 11:32 AM
88	Thank you for all the hard work you and the Central Office staff put into educating the community of our needs that helped to get the override passed!	Jun 11, 2014 11:31 AM
89	Dr. Sawyer is confident, considerate and very professional. We as teachers love the high expectations he sets for us.	Jun 11, 2014 11:29 AM
90	Dr. Sawyer did such a phenomenal job of spreading the word about the crisis our school systems were in. I don't believe the town was aware of the conditions; he presented it in so many different and informative ways, it was much more wide spread and successful this year. I appreciate his commitment to the students and staff in the district and have always felt very supported by him.	Jun 11, 2014 11:28 AM
91	A member of the Shrewsbury voting community told me that they would like to have you not immediately push for more money for next year. One person's opinion	Jun 11, 2014 11:24 AM
92	Joe is an outstanding leader who takes his job as a Superintendent and member of the community very seriously. He is a very strong advocate for students in our district and always has student needs at the forefront of his decision making. He is visible in the community and his community outreach is first class, no matter what the message. It is a pleasure to work under him strong guidance!	Jun 11, 2014 11:24 AM
93	It's thanks in large part to Dr. Sawyer's leadership that the community voted in favor of the recent override. I don't know where he finds enough hours in the day to accomplish all that he does and to do it all so well!	Jun 11, 2014 11:23 AM

Q13. Comments:

94	Can't praise enough everything the Superintendent did this year to ensure the town had accurate information in moving toward an override vote. All steps showed a clear commitment to the school and it's students.	Jun 11, 2014 11:22 AM
95	I am currently an employee and teacher in the Shrewsbury District. I could not be more happy with the work of Dr. Sawyer and his endless devotion and work to make our district the best that it can be.	Jun 11, 2014 11:22 AM
96	Dr. Sawyer is a tremendous leader who has helped the community, staff, and most importantly students of Shrewsbury with his unwavering commitment to educational excellence and strong work ethic. Shrewsbury is fortunate to have him.	Jun 11, 2014 11:20 AM
97	We are fortunate to have Joe as our leader!	Jun 11, 2014 11:20 AM
98	I think he does a great job of putting the needs of the teachers and students first. He truly has their well-being in mind. He has high expectations for them as well. He is a great leader and is running an excellent district.	Jun 11, 2014 11:20 AM
99	I watched most of the videos of events related to the override this year and I appreciate your dedication to the students and staff of Shrewsbury. I think that some state/federal mandates are not in the best interest of teachers and students, and it would be good to keep excess requirements to a minimum. Thank you for all you do.	Jun 11, 2014 11:18 AM
100	Great job by our superintendent in all areas of his job...	Jun 11, 2014 11:17 AM
101	Dr. Sawyer, thank you so much for everything you do to support the students, staff, and community as a whole. I feel so lucky to work in a district with such strong central office leadership. Your hard work does not go unnoticed, especially with the challenging year we have just had. Thanks again!	Jun 11, 2014 11:17 AM
102	Great advocate for the Shrewsbury community.	Jun 11, 2014 11:17 AM