

School Committee Member Superintendent Evaluation Worksheet for Calendar Year 2017

Please complete by using the dropdown menus for ratings and typing in the comment boxes. To submit to the Chair: 1) If using Google Sheets please select "File" on the Google Sheet Menu above and select "Email as attachment," choosing either PDF or Excel, or 2) If using Excel, save and send as attachment via email. **Please note that per the Open Meeting Law, members may not deliberate regarding the completion of this form, and may only share it with the Chair so that the Chair may consider this information when creating the composite evaluation document.** This document is also subject to the Public Records Law if requested.

School Committee Member Completing this Form: SUMMARY
Choose from dropdown menu in cell below (click on triangle)

Student Learning Goal By the end of 2017, at least 80% of students in the Class of 2018 will report that they have an improved understanding of how issues related to college financing and debt might affect them in the future.

Some Progress

Dr Sawyer has acknowledged limited progress towards this goal. The committee agrees that this is a significant and worthy goal. I would encourage Dr. Sawyer to continue down the path of financial literacy awareness, as it is critical to the well being of our students & community. The concept of financial literacy extends beyond college planning and concepts should diffuse throughout the curriculum. This points to a need for shared vision and delegation.

Professional Practice Goal **Coordinate the creation of a new set of strategic priorities for the school district that will be approved by the School Committee by the end of 2017.**

Exceeded

The Superintendent led an outstanding, thoughtful, and inclusive process that drafted a set of five-year goals in tandem with the District's vision for what we would like our graduates to be capable of. Dr. Sawyer's guidance during the district's work on Portrait of a Shrewsbury Graduate and the 2018-2022 Strategic Priorities and Goals resulted in the development of a clear roadmap for our schools over the next five years. The strategic priorities are bold, ambitious and student- and educator-focused, and provide the district and the community with a clear vision of the quality of education Shrewsbury Public Schools will provide to students as they prepare for their future.

<p>Progress toward District Goals</p>	<p>Significant Progress</p>	<p>In a survey of 2,204 respondents - 87.43% of students, 85.85% of parents, and 94.71% of educators agreed that SPS provides an engaging learning environment for students. Results were similar for the "appropriate challenge" question. The target was 90%. These results show tremendous progress toward achieving the goals set for the district thanks to the leadership Dr. Sawyer displays in setting high standards for our district. Substantial, commendable progress was made towards the District's two year goals. Where data collection was not strong enough in some specific areas to measure certain goals adequately, once again the Superintendent was reflective and upfront on this, with an eye towards improving the process.</p>
<p>http://schools.shrewsburyma.gov/sc/documents/DistrictGoalsreport.2017.pdf</p>		
<p>Standard I: Instructional Leadership</p>		
<p>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.</p>	<p>Proficient</p>	
<p>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.</p>	<p>Exemplary</p>	
<p>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.</p>	<p>Proficient</p>	
<p>I-D. Evaluation:Ensures effective and timely supervision and evaluation of all staff in alignment with state regulations and contract provisions.</p>	<p>Proficient</p>	
<p>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.</p>	<p>Exemplary</p>	

Overall Rating for Standard I: Instructional Leadership	Proficient	Dr. Sawyer remains focused on providing staff with curriculum and technology support, so that they can be effective and productive in their jobs. He encourages a culture of growth mindset, and at the administrative level, works with the team to explore innovative practices and research and development. There is general consensus that Dr. Sawyer allows staff to do their work without micromanagement on his part; listens to staff opinions; treats staff as professionals; and supports staff when issues or concerns need to be addressed.
Standard II: Management & Operations		
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.	Exemplary	
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.	Proficient	
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.	Proficient	
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.	Proficient	
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.	Exemplary	

Overall Rating for Standard II: Management & Operations	Proficient	<p>The Superintendent has managed numerous sensitive and difficult situations with great skill, thought, and judgment. The Beal School replacement project has taken a great deal of time this year. Dr. Sawyer, partnering with his Assistant Superintendent of Finance & Operations, has shown tremendous leadership in preparing our town to take the next steps in this process.</p> <p>Dr. Sawyer has also stepped outside of his role as Superintendent and assisted the Turf4Shrewsbury project with fundraising. His work with local citizens brought in significant donations for the project. It is unusual for a public school district to have a campaign for a capital project and Dr. Sawyer rose to the challenge and his work has greatly added to the success of the campaign.</p> <p>Budget development continues to be a challenge given the district's resource constraints, though the Superintendent and staff under him continue to maximize the educational experience out of our limited resources, and he works effectively with the School Committee to communicate with other governmental entities and the community at large about the district's financial needs and limitations.</p>
Standard III: Family & Community Engagement		
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.	Exemplary	
III-B. Sharing Responsibility: Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community.	Exemplary	
III-C. Communication: Engages in effective communication with families, community stakeholders, and the media about key district issues, including student achievement, district needs, and best practices in education.	Exemplary	
III-D. Family Concerns: Addresses family and community concerns in an equitable, effective, and efficient manner.	Exemplary	

Overall Rating for Standard III: Family & Community Engagement	Exemplary	Dr. Sawyer shines in this area. Running through the survey results are the themes of communication and visibility. Shrewsbury residents know who their superintendent is, and they find him approachable, articulate, knowledgeable and fair. A highly skilled facilitator and an active listener, he builds bridges to as many stakeholders as he can, and it is evident at any event he attends how much he enjoys the students' talents and abilities. His use of surveys, social media, cable television, Shrewsbury School Journal and his email blasts reveal an administrator dedicated to engaging the public and building its trust, and his hard work has produced dividends in the respectful and confident way in which he is regarded. Communication with the School Committee, while always good, has been exceptional this year.
Standard IV: Professional Culture		
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.	Exemplary	
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.	Proficient	
IV-C. Communication:Demonstrates strong interpersonal, written, and verbal communication skills.	Exemplary	
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.	Exemplary	
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.	Exemplary	
IV-F. Managing Conflict:Employs strategies for responding to disagreement and dissent, constructively resolving conflict and building consensus throughout a district or school community.	Proficient	

	Exemplary	<p>The professional culture fostered by the Superintendent is a key component of why SPS is able to achieve such significant success as a district, despite considerable resource constraints. The Superintendent fosters a commitment to excellence; of not only high standards, but continuously striving to improve and ensure that the educational experience provided to Shrewsbury students is cutting-edge and meeting their needs.</p>
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