

**School Committee
Meeting Book**

**June 17, 2020
7:00 pm**

**Town Hall -100 Maple Avenue
Selectmen's Meeting Room**



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

- VIII. Finance & Operations
- A. Fiscal Year 2021 Budget: Update on Recommended Reductions 7:45 – 8:00
 - B. Fiscal Year 2021 Budget: Public Hearing 8:00 – 8:20
- IX. Old Business
- X. New Business
- A. Evaluation of the Superintendent: Vote 8:20 – 8:40
- XI. Approval of Minutes 8:40 – 8:45
- XII. Executive Session 8:45 – 9:15
- A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.
 - B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers.
 - C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” (“Purpose 2”) - Superintendent of Schools)
- XIII. Adjournment 9:15

Next regular meeting: June 24, 2020



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: I. Election of Officers

MEETING DATE: 6/17/20

The Superintendent of Schools will call the June 17, 2020 meeting to order according to the guidelines of School Committee policy 112 (see below) for the first meeting following town election.

<p>112. Meeting For Organization</p>	<ol style="list-style-type: none">1. The School Committee shall organize and elect a chairperson and officers annually, at the first meeting following town election. This meeting shall be held on the next regularly scheduled meeting following the annual election of town officers, unless otherwise voted by the School Committee. The officers to be elected at this meeting are: Chairperson, Vice-Chairperson, and Secretary.2. The members shall be called together at the organization meeting by the Superintendent of Schools. The Superintendent shall accept nominations for Chairperson of the Committee and turn the meeting over to the Chairperson after that election has been held.
--------------------------------------	---



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: II. Public Participation

MEETING DATE: **6/17/20**

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear thoughts and ideas from the public regarding the operations and the programs of the school system?

BACKGROUND INFORMATION:

Copies of the policy and procedure for Public Participation are available to the public at each School Committee meeting.

ITEM NO: III. Chairperson's Report/Members' Reports

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from the Chairperson of the School Committee and other members of the School Committee who may wish to comment on school affairs?

BACKGROUND INFORMATION:

This agenda item provides an opportunity for the Chairperson and members of the Shrewsbury School Committee to comment on school affairs that are of interest to the community.

STAFF AVAILABLE FOR PRESENTATION:

School Committee Members

ITEM NO: IV. Superintendent's Report

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from Dr. Joseph M. Sawyer, Superintendent of Schools?

BACKGROUND INFORMATION:

This agenda item allows the Superintendent of the Shrewsbury Public Schools to comment informally on the programs and activities of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

ACTION RECOMMENDED FOR ITEMS II, III, & IV:

That the School Committee accept the report and take such action as it deems in the best interest of the school system.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Time Scheduled Appointments:** MEETING DATE: **6/17/20**
**A. Update Regarding the School District's Response to the COVID-19
School Closure: Report**

BACKGROUND INFORMATION:

Dr. Sawyer and other district administrators will provide an update on how the school district's response to the Coronavirus (COVID-19) pandemic school closure has evolved during the past week.

ACTION RECOMMENDED:

That the School Committee hear the report and take such action as it deems in the best interest of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
Other district administrators as needed



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: V. Time Scheduled Appointments:

MEETING DATE: 6/17/20

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Curriculum**

MEETING DATE: **6/17/20**

**A. Educational Programming to Be Supported by Student Opportunity
Act Funds: Vote**

BACKGROUND INFORMATION:

The new Student Opportunity Act state legislation is tied to the Chapter 70 program, and starting this year any increases in Chapter 70 funds must be aligned with certain requirements in the law, including state educational priorities and accountability measures. Every district now is required to submit a plan for how these funds will be expended. The enclosed memo from Ms. Clouter seeks approval of Shrewsbury's plan as presented to the Committee on June 10, 2020.

ACTION RECOMMENDED:

That the Committee vote to approve the district's plan as presented for expending any increases of Chapter 70 funding received from the state in order to meet the requirements of the Student Opportunity Act.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Amy B. Clouter, Assistant Superintendent for Curriculum, Instruction & Assessment
Dr. Joseph M. Sawyer, Superintendent of Schools



Shrewsbury Public Schools

Amy Clouter

Assistant Superintendent for Curriculum, Instruction & Assessment

To: School Committee
From: Amy Clouter
Re: Student Opportunity Act plan
Date: June 15, 2020

Background

As you know, the Chapter 70 program is the major program of state funding aid to public elementary and secondary schools. Based on the formula, Shrewsbury's Chapter 70 funding has only increased by "minimum aid" over the last many years. This will be the case again next year – unless Chapter 70 funding is cut because of the state budget crisis. Currently, we are slated to receive an additional \$30 per student of "minimum aid," totaling \$186,210. To be clear, this is *not* a new source of funding that we otherwise would not have received, but rather a new state requirement that we indicate how we will spend the annual small increase in Chapter 70 funding we receive each year.

Because the new Student Opportunity Act state legislation is tied to Chapter 70, starting this year any increases in Chapter 70 funds must be aligned with certain requirements in the law, including state educational priorities and accountability measures. As such, every district now is required to submit a plan for how these funds will be expended. The purpose of this memo is to seek your approval of Shrewsbury's plan as presented on June 10, 2020.

Shrewsbury's Student Opportunity Act Plan

The plan you are asked to approve on June 17, 2020 shows that Shrewsbury's SOA funds will be expended on two state priorities that are also priorities for our district: expanding full-day kindergarten access and providing inclusive special education through co-teaching.

The Department of Elementary and Secondary Education (DESE) advised districts to select high-impact, evidence-based programs that support student subgroups. Importantly, the Department clarified that it's acceptable to "adopt, deepen or continue" evidence-based programs already in use

Evidence-based programs: 17 examples of high-quality programs

Enhanced Core Instruction	Targeted Student Supports
1. Expanded access to full-day, high-quality pre-kindergarten for 4-year-olds, including potential collaboration with other local providers*	6. Increased personnel and services to support holistic student needs
2. Research-based early literacy programs in pre-kindergarten and early elementary grades*	7. Inclusion/co-teaching for students with disabilities and English learners
3. Early College programs focused primarily on students under-represented in higher education*	8. Acceleration Academies and/or summer learning to support skill development and accelerate advanced learners
4. Supporting educators to implement high-quality, aligned curriculum	9. Dropout prevention and recovery programs
5. Expanded access to career-technical education, including "After Dark" district-vocational partnerships and innovation pathways reflecting local labor market priorities	

Massachusetts Department of Elementary and Secondary Education

3

As shown here, Shrewsbury's proposal meets DESE guidelines.

Community Feedback

Following last week's presentation I sent a follow up communication to SPS families. That document included a link to a survey designed to elicit thoughts, concerns and questions from the community. There was nothing in the feedback to contradict the plan as shared.

Shrewsbury remains committed to high expectations for all students. More to the point, the vision depicted in our *Portrait of a Graduate* speaks to the importance of preparing our students to meet the demands and expectations of the world they will enter by ensuring a strong start. I am confident that the programs we have identified will help us to meet both goals.

I look forward to answering any questions you may have about our Student Opportunity Act plan at this week's School Committee meeting on June 17th.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VII. Policy**

MEETING DATE: **6/17/20**

**A. School Department's Release of Use of the Beal Early Childhood Center
Building & Land Contingent Upon New School Opening: Vote**

BACKGROUND INFORMATION:

With a new Beal School under construction, the plan is that the current Beal building will not need to be utilized by the School Department once the new school opens. Previously, the School Committee informed the Beal Building Reuse Committee of its intention to discontinue the use of Beal when the new Beal School comes online, and that a future School Committee would need to make the formal decision to relinquish control of the property to the Town of Shrewsbury for reuse. The Town Manager has asked that the newly established School Committee vote at tonight's meeting on releasing the property, contingent on the completion and opening of the new Beal School, so that the Board of Selectmen can take action in advance of Town Meeting authorizing the future sale of the property for reuse.

The motion below was provided by Shrewsbury Town Counsel, and it has been reviewed and recommended by the School Department's legal counsel as well.

ACTION RECOMMENDED:

I MOVE that the School Committee:

Vote to declare the property located at 1-7 Maple Avenue, known as the Beal School, originally acquired by the Town of Shrewsbury for school purposes by deed of William E. Rice, dated April 5, 1920 and recorded at the Worcester District Registry of Deeds in Book 2208, Page 524, and by an Order of Taking dated March 27, 1922 and recorded at said Registry of Deeds in Book 2264, Page 135, is no longer necessary for school purposes provided, however, that this declaration shall be effective on the date the new Beal School, currently under construction on Lake Street, is available for occupancy for school purposes and to instruct the Secretary to provide notice of this declaration to the Board of Selectmen.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Mr. Patrick C. Collins, Assistant Superintendent for Finance & Operations



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Finance & Operations**

MEETING DATE: **6/17/20**

A. Fiscal Year 2021 Budget: Update on Recommended Reductions

BACKGROUND INFORMATION:

In March 2020, Dr. Sawyer proposed cost reductions for the district in anticipation of a budget shortfall for FY 2021. In subsequent presentations, he and Mr. Collins have provided updated information on reductions in revenue and unanticipated costs resulting from the COVID-19 pandemic that have created the potential for an expanded budget crisis. Tonight they will provide a report reminding the Committee and the community regarding the already-recommended reductions, in light of new information regarding the FY 2021 budget and in advance of this evening's public hearing. The update will be provided under separate cover.

ACTION RECOMMENDED:

That the School Committee hear the report and take such action as it deems in the best interest of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Mr. Patrick C. Collins, Assistant Superintendent for Finance & Operations



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Finance & Operations**

MEETING DATE: **6/17/20**

B. Fiscal Year 2021 Budget: Public Hearing

BACKGROUND INFORMATION:

The public and members of the School Department are invited to provide input to the Committee and the administration regarding the FY21 Budget and the recommended reductions presented thus far by the administration.

This public hearing will be conducted remotely using an online tool that will allow for participants' voices to be heard through an audio feed.

ACTION RECOMMENDED:

That the Committee hold a public hearing in order to hear feedback on the topic of the FY21 Budget.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Mr. Patrick Collins, Assistant Superintendent for Finance and Operations



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. Old Business**

MEETING DATE: **6/17/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **X. New Business**

MEETING DATE: **6/17/20**

A. Evaluation of the Superintendent: Vote

BACKGROUND INFORMATION:

The Superintendent's performance evaluation provides feedback on Dr. Sawyer's performance from May 2019 through the present. Ms. Fryc, as Committee Chair for the past year beginning in May 2019, has written a composite evaluation (under separate cover) based on information provided by Dr. Sawyer as well as input from the other members, which she will summarize at the meeting. School Committee members are also encouraged to add commentary as they see fit. Feedback regarding Dr. Sawyer's performance as Superintendent is enclosed from surveys sent to SPS staff and the parent community.

ACTION RECOMMENDED:

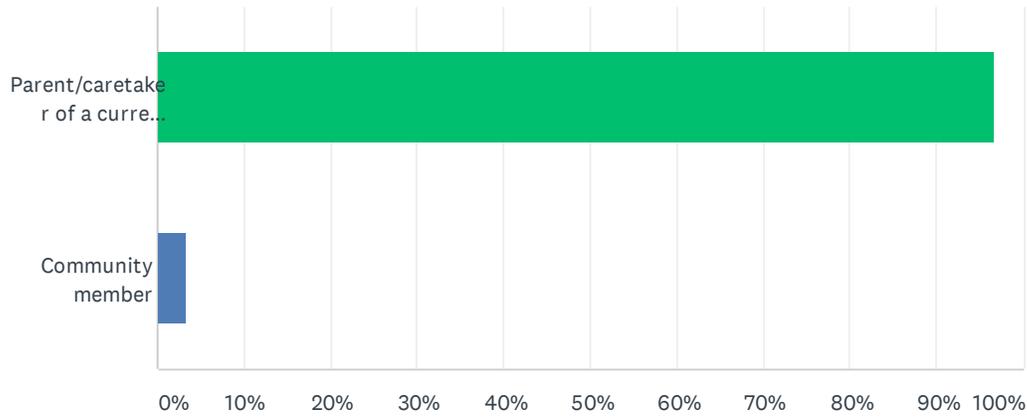
That the Committee provide a summary and comments regarding the evaluation of the Superintendent of Schools, and that the Committee vote to approve the formal evaluation document created by the Ms. Fryc.

MEMBERS AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc, School Committee

Q1 I am a:

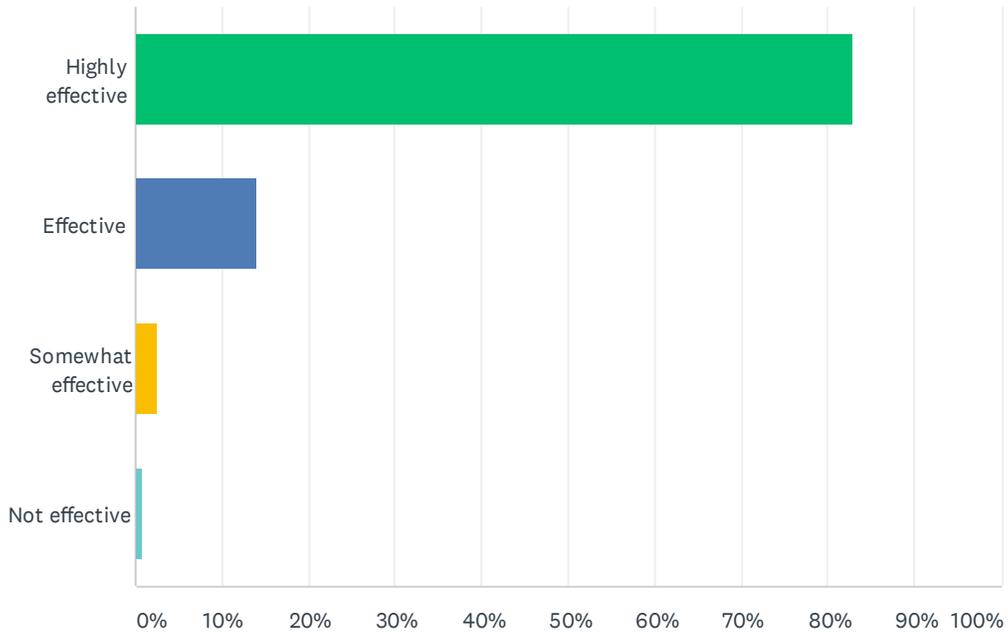
Answered: 704 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent/caretaker of a current Shrewsbury Public Schools student	96.59%	680
Community member	3.41%	24
TOTAL		704

Q2 Please rate the quality of the superintendent's communication.

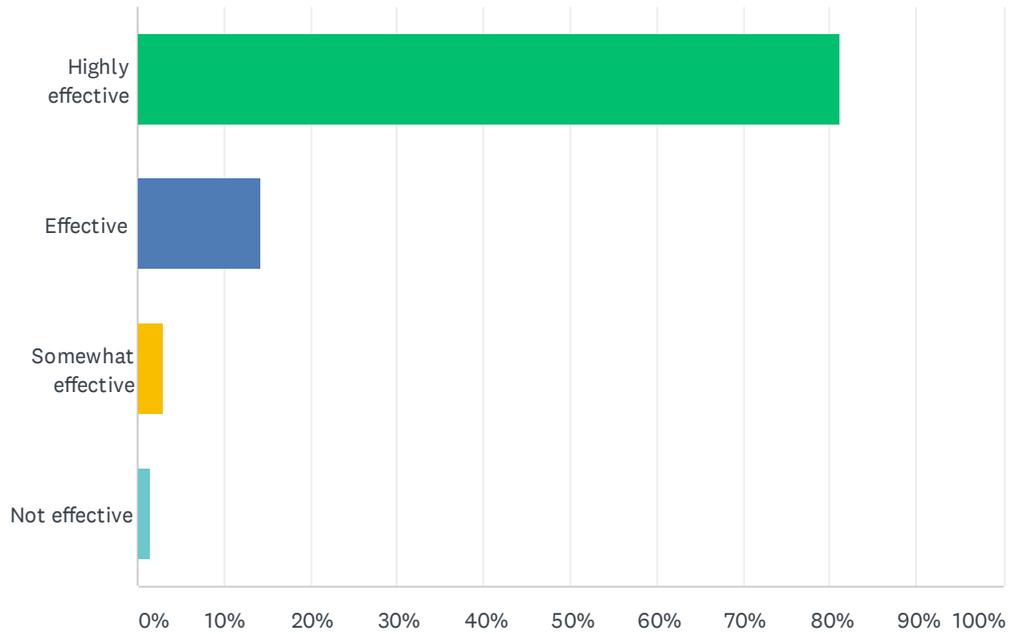
Answered: 704 Skipped: 0



ANSWER CHOICES	RESPONSES	
Highly effective	82.81%	583
Effective	13.92%	98
Somewhat effective	2.41%	17
Not effective	0.85%	6
TOTAL		704

Q3 Please rate the quality of the superintendent's leadership.

Answered: 704 Skipped: 0



ANSWER CHOICES	RESPONSES	
Highly effective	81.25%	572
Effective	14.20%	100
Somewhat effective	2.98%	21
Not effective	1.56%	11
TOTAL		704

Q4 What do you see as the superintendent's strengths?

Answered: 502 Skipped: 202

Parent/Community Feedback for the Superintendent – June 2020

#	RESPONSES	DATE
1	Strong leadership from the top.	6/5/2020 6:06 PM
2	Excellent communication!	6/5/2020 5:47 PM
3	Strong communication, high integrity	6/5/2020 2:21 PM
4	Leadership and keeping the community informed on issues frequently and the addition of communicating through a variety of platforms. This has been a tough Spring and you have navigated this crisis the best you could have with no playbook to follow.	6/5/2020 9:49 AM
5	Important	6/5/2020 8:36 AM
6	Honesty, transparency, shares parent perspective because he is a parent too, frequency of communications.	6/5/2020 8:03 AM
7	transparency. communication. caring about the wellbeing and safety of students, staff, and their families. responsiveness. professionalism.	6/5/2020 4:48 AM
8	He's ahead of the curve in many ways.	6/4/2020 11:37 PM
9	Makes good decisions based on daily/weekly circumstances. Has a great charisma and fits his role perfectly.	6/4/2020 10:43 PM
10	School updates and caring for Students and Teachers. Lot of support etc.	6/4/2020 9:42 PM
11	Communication has been excellent and thorough.	6/4/2020 9:39 PM
12	Maintains transparency in communications Maintains good balance between safety for all and students future and progress	6/4/2020 9:31 PM
13	Ongoing communications, authenticity.	6/4/2020 9:30 PM
14	I am continually impressed at Dr. Sawyer's professionalism in his approach to every aspect of his job. Dr. Sawyer has an ability to see the big picture and the gritty details of all issues. When he presents a solution I always have confidence that he deliberated thoughtfully before choosing a path.	6/4/2020 8:18 PM
15	In my opinion the Superintendent demonstrates effective communication skills, written and verbal. Keeps parents informed and up to date on what's going specially during this pandemic. Models learning for staff and students.	6/4/2020 8:09 PM
16	Very clear and effective communication, keeping the community well informed. Strong leadership and respect for students.	6/4/2020 7:01 PM
17	Communication	6/4/2020 6:48 PM
18	Dr. Sawyer's messages and actions always come across as being grounded in great compassion for the many diverse communities that the school serves. That compassion also makes him very approachable.	6/4/2020 4:24 PM
19	Joe is a great leader. He is open and honest with people and communicates the good with the bad. He has delivered some tough messages over the past few months, but always with compassion and empathy.	6/4/2020 4:01 PM
20	Very clear and effective communicating throughout this crazy time.	6/4/2020 3:11 PM
21	I like his communication of messages in keeping parents updated on the school happenings	6/4/2020 2:07 PM
22	Frequent communication, the brief video updates have been great.	6/4/2020 1:12 PM
23	I like how he keeps the parents informed about all the decisions being made by the town committee.	6/4/2020 12:38 PM
24	DR. Sawyer does his best to address issues that arise as effective and efficiently as possible.	6/4/2020 11:16 AM
25	He periodically communicates with parents.	6/4/2020 10:37 AM
26	Communicating with current events and situations	6/4/2020 10:13 AM
27	Excellent communication and compassion	6/4/2020 9:56 AM

Parent/Community Feedback for the Superintendent – June 2020

28	He is communicative and open to feedback.	6/4/2020 8:49 AM
29	Dr. Sawyer's communication is excellent. I appreciate that he thinks through his public communication completely before responding to events or public concerns. His experience, knowledge and thoroughness are evident and comforting to families.	6/4/2020 8:43 AM
30	promotes transparency	6/4/2020 8:23 AM
31	Strong leadership skills, empathy, your love for the families of this city is clear in way you carry out your role. Thank you	6/4/2020 8:12 AM
32	thoughtful leadership, communication	6/4/2020 7:50 AM
33	Does a great job communicating and address concerns especially during this pandemic. Also has a good sense of humor.	6/4/2020 5:36 AM
34	Keeping us informed and consulting parents about some decisions. Flexibility and search for fairness.	6/4/2020 2:01 AM
35	Compassion	6/4/2020 12:13 AM
36	Empathetic, compassionate, humility and open in communications	6/3/2020 10:58 PM
37	I think that from the top down the SPS is a reflection of his leadership and teamwork. The ENTIRE team under the superintendent have done amazing in my opinion. We were dealt a horrible hand and his leadership skills took over and made a plan and executed amazingly	6/3/2020 10:35 PM
38	Communication with the community regarding school issues and information. Decisiveness and ability to work with parenTs,community members and students	6/3/2020 10:24 PM
39	Efficient to always keep us informed about what is happening	6/3/2020 9:56 PM
40	Dr. Sawyer is both an erudite communicator and an excellent writer. The quality of his communication to the community is much-needed in our current climate of discord. His leadership helps fill a void left by those in higher offices.	6/3/2020 9:54 PM
41	Empathy, he lives in town, has kids in the district and is a strong communicator.	6/3/2020 8:42 PM
42	Respectful, intelligent, articulate, committed and cares deeply about the Shrewsbury students and community.	6/3/2020 8:29 PM
43	Communication Remains calm while dealing with issues Good leader	6/3/2020 8:25 PM
44	good leadership, making good decisions, hard working, good friendship.	6/3/2020 8:17 PM
45	He is both thoughtful and practical.	6/3/2020 8:13 PM
46	Dr. Sawyer is very hard working, he is a strong communicator, and is very creative in making the most of every dollar that he can secure to power the school budget.	6/3/2020 7:44 PM
47	Transparency	6/3/2020 7:40 PM
48	A great communicator and someone we trust and respect to inform and guide the community with issues and matters of importance.	6/3/2020 7:31 PM
49	Our superintendent is a great leader, highly intelligent, very knowledgeable in educational field, acts fast in critical situations. We are very thankful for this highly qualified superintendent!	6/3/2020 6:57 PM
50	His leadership	6/3/2020 6:08 PM
51	The weekly communication	6/3/2020 6:02 PM
52	Very efficient and effective communication	6/3/2020 5:49 PM
53	The superintendent is an excellent communicator and manager. We are so lucky to have him in Shrewsbury! He has done a great job transitioning the district to remote learning in very challenging circumstances. I think the weekly school committee meetings since the school closure have been extremely helpful in keeping the community informed.	6/3/2020 5:23 PM
54	He reacts and takes steps to solve issues or anything in a responsive , professional and above all just as a perfect parent way.	6/3/2020 4:58 PM
55	Communication	6/3/2020 4:54 PM

Parent/Community Feedback for the Superintendent – June 2020

56	Excellent communicator in a timely manner. Thank you for all the hard work!!	6/3/2020 4:06 PM
57	clear communication transparent	6/3/2020 3:34 PM
58	One of the many strengths of Mr. Sawyer is his ability to connect with the community through his timely, well thought out, and emphatic emails. I am confident that my child is in good hands under Mr. Sawyer's leadership.	6/3/2020 3:32 PM
59	Informative, educated, willing to go to the community	6/3/2020 3:29 PM
60	Communication - as parents/guardians, it is vital to know and understand what is happening in our schools and our community. We do not get complete information from our children, nor should we expect to. I also feel Mr. Sawyer is personally invested in each and every student, and in this community. He is a tremendous asset. We brought our blended family to this community for many reasons, top of which was the quality of the schools, and 8 years later, we are more grateful than ever for his leadership and guidance to our children.	6/3/2020 3:21 PM
61	Dr. Sawyer is honest and communicates both accomplishments and challenges of the Shrewsbury schools with all. He appears to give decisions careful thought, yet keeps a sense of humor.	6/3/2020 3:17 PM
62	expert, great leader, compassionate and see's the big picture	6/3/2020 1:27 PM
63	Constant communication with updates regards to school district preparedness during this situation. Appreciate it	6/3/2020 1:08 PM
64	He is compassionate and as a parent himself in the shrewsbury school district he always has the students best interests at heart when making decisions that will effect them.	6/3/2020 1:00 PM
65	Communication and understanding. Portraying a positive, clear, and often hard/needed message to the community.	6/3/2020 12:52 PM
66	Good communication at the right time in the right way.... Really appreciate it...	6/3/2020 12:49 PM
67	Lots of communication with parents, and doing his best to lead the district during this time of online learning.	6/3/2020 12:33 PM
68	I think you are a lot of competence. Besides all. You are human being with a good heart. Always listen to people. Great a superintendente.	6/3/2020 12:30 PM
69	He tried to add some humor in his communication--and it brought some smiles in our faces, especially during the pandemic. Thanks Dr. Sawyer.	6/3/2020 11:54 AM
70	Strong, effective leadership and excellent communication!	6/3/2020 11:50 AM
71	Articulate & timely communication Strives for high standards Knowledgeable & informed Hardworking Professional	6/3/2020 11:48 AM
72	Big Dr. Sawyer fan here! In these difficult times for our country, I take comfort in knowing our local leaders are so strong. I think Dr. Sawyer sets the right tone and is always respectful and thoughtful in his comments.	6/3/2020 11:28 AM
73	Involvement in all SPS Great communication to families	6/3/2020 10:52 AM
74	Communication	6/3/2020 10:48 AM
75	His communication/leadership skills.	6/3/2020 10:23 AM
76	Right decisions at right time.	6/3/2020 10:00 AM
77	You care about the children. You are prepared when you communicate with the public.	6/3/2020 8:43 AM
78	Foresight, wisdom, good communications.	6/3/2020 8:42 AM
79	Big fan of you hardly ever calling off school due to snow.	6/3/2020 8:38 AM
80	Good communicator. Very invested in the teachers and students	6/3/2020 8:24 AM
81	Anticipated challenges and planned proactively. Feedback from stakeholders before making decision. Appropriate use of humor.	6/3/2020 7:09 AM
82	Strong decision making and thoughtful leadership	6/3/2020 5:42 AM

Parent/Community Feedback for the Superintendent – June 2020

83	Dr. Sawyer is honest with the community. He is thoughtful in his delivery and the way he navigated SPS through covid19. Dr. Sawyer is articulate in his delivery and cares about this community, both health and development of the students.	6/3/2020 5:34 AM
84	Clear, thorough, effective communication on a variety of issues affecting the schools. I feel each challenge that impacts the schools is met with diligence, professionalism, and with the best interests of the community at heart.	6/3/2020 5:10 AM
85	Highly communicative and caring	6/2/2020 11:19 PM
86	Dr. Sawyer, the superintendent of Shrewsbury Public Schools, is very an very respectable leader for the school system in our town. He delivered all the message in the timely manner, very clearly. At this difficult time, he engaged in proceeding all the education programs across all the grades. Much appreciated!	6/2/2020 11:05 PM
87	Compassionate, communicative, and discerning	6/2/2020 11:05 PM
88	Mr. Superintendent very well keeps up the communication with parents of students about the ongoings in the school district. He takes effective decisions depending on situation, and at the same time listening to feedbacks from community.	6/2/2020 10:48 PM
89	Communication	6/2/2020 10:40 PM
90	Proactive communicator and strategic planner	6/2/2020 9:57 PM
91	clear thoughts to guide the district, fair and direct	6/2/2020 9:53 PM
92	Clear and consistent communication with both professionalism and humor.	6/2/2020 9:45 PM
93	I feel he is phenomenal with communication and weighs his decisions appropriately	6/2/2020 9:34 PM
94	Leadership qualities	6/2/2020 9:29 PM
95	Communication and Compassion	6/2/2020 9:26 PM
96	Wonderful leadership with great communication.	6/2/2020 9:24 PM
97	Very knowledgeable about school related topics.	6/2/2020 8:39 PM
98	Very transparent on issues and topics.	6/2/2020 8:35 PM
99	He is a good communicator	6/2/2020 8:18 PM
100	Good communication ☐	6/2/2020 8:16 PM
101	Very clear timely communication. Systematic and inclusive. Includes humor.	6/2/2020 8:07 PM
102	He has great communication skills, poise and integrity	6/2/2020 8:01 PM
103	Great communication of our superintendent, Dr. Sawyer.	6/2/2020 7:58 PM
104	Dr. Sawyer truly cares about the students in the district and parent input. I love that parents and students are included in the hiring process of new teachers, staff, etc. Dr. Sawyer is an amazing superintendent who does all he can to ensure the kids are getting all they need. Shrewsbury is so lucky to have him!	6/2/2020 7:51 PM
105	He understands how to communicate at the level that is needed. He is transparent in his decisions and why he makes his decisions.	6/2/2020 7:46 PM
106	Communication is his strength	6/2/2020 7:43 PM
107	His ability to effectively communicate.	6/2/2020 7:43 PM
108	Does a great job keeping the school community informed of any changes.	6/2/2020 7:22 PM
109	During the past few months, you have had a daunting task of remote learning. I felt that you did an excellent job with communication during this difficult time period.	6/2/2020 7:20 PM
110	Communication	6/2/2020 7:13 PM
111	Attentive, and thorough.	6/2/2020 7:03 PM
112	Informing parents of pertaining information and the constant changes from DESE and giving	6/2/2020 6:59 PM

Parent/Community Feedback for the Superintendent – June 2020

	parents a voice when applicable.	
113	leadership	6/2/2020 6:50 PM
114	He has a calming leadership during this pandemic.	6/2/2020 6:48 PM
115	Honesty, integrity, compassion, concern, willingness to help parents not deter them. My 3 children have attended SPS for the past 17 years, Dr. Sawyers leadership, since he took the Superintendent position has always been outstanding.	6/2/2020 6:40 PM
116	Excellent communication	6/2/2020 6:29 PM
117	,Communication leadership working with the community	6/2/2020 6:26 PM
118	Communication	6/2/2020 6:25 PM
119	Strong communication	6/2/2020 6:20 PM
120	Dr Sawyer is a phenomenal Superintendent of the Shrewsbury public school system. A few of his strengths : 1) his communication style has been remarkable and he uses many forms of social media in order to connect to everyone. 2) Dr Sawyers leadership style has proven to be to be highly effective, whether it is the school budget or maintaining and hiring the highest quality educators. 3) Dr Sawyer is always present. He is visible, supportive and engaged throughout all the schools. Even with all the roles he must fulfill, he always makes the time to attend events at each school. Somehow, Dr Sawyer can remember students names, current students and alumni ! He has the ability to make each student feel important. It's an incredible leader to remember students names that graduated years ago ! 4) Dr Sawyers vision to promote the highest level of education to students is always his priority. The success of each student is his priority. Lastly, Dr Sawyer is a man of integrity, honest & transparent. I'm proud my children have such a superintendent of such invaluable character.	6/2/2020 6:14 PM
121	Day to day communication and pre planning about weekly task.	6/2/2020 5:51 PM
122	Definitely a leader, good communicator.	6/2/2020 5:50 PM
123	Frequent communication and his ongoing fight for the school and teachers.	6/2/2020 5:48 PM
124	Communication; transparency; decision-making	6/2/2020 5:43 PM
125	Clear, well organized communication of important topics.	6/2/2020 5:36 PM
126	He doesnt fall for any outside peer pressures. He makes the right decisions on school cancellations and sends emails and updates constantly.	6/2/2020 5:34 PM
127	Communication	6/2/2020 5:19 PM
128	Level headed Committed Articulate Dedicated	6/2/2020 5:14 PM
129	Regular communication with SPS students and families, transparency and honesty during this challenging academic year, appropriate use of humor (for instance in the agenda for meetings), and an ability to relate to what SPS students and families are experiencing as a father himself. My husband and I believe he has done an outstanding job this spring, especially.	6/2/2020 5:11 PM
130	The desire to see the students succeed	6/2/2020 5:09 PM
131	Providing polite care services,punctuality and sincere to the parents in providing information	6/2/2020 5:00 PM
132	Communication	6/2/2020 4:55 PM
133	Creating a sense of constant budget crisis.	6/2/2020 4:49 PM
134	He is a great communicator and listener.	6/2/2020 4:48 PM
135	Organization, leadership, and communication.	6/2/2020 4:46 PM
136	Intelligent, fair, caring, tries to be funny	6/2/2020 4:43 PM
137	Communication, Calmness , Leadership, willingness to listen	6/2/2020 4:42 PM
138	Dr. Sawyer is a highly competent, dedicated, and compassionate leader. He continually has the best interests of the students, families, faculty, staff and community members in mind in his decision making and planning for the district.	6/2/2020 4:30 PM

Parent/Community Feedback for the Superintendent – June 2020

139	Communication Efficient	6/2/2020 4:21 PM
140	Dr. Sawyer is extremely effective in his communication, decision making and connecting to the families of Shrewsbury. As a community we are blessed to have someone as great a leader as he is.	6/2/2020 4:17 PM
141	Communication skills, and empathetic	6/2/2020 4:15 PM
142	Extensive knowledge of our schools, our town and what is required for a top knowledge education on what ever budget he is given.	6/2/2020 4:12 PM
143	Clear communication	6/2/2020 4:04 PM
144	It's a difficult position to be in todays times, but he has always put the interest and safety of our children first and I really appreciate that. Thankyou!	6/2/2020 4:02 PM
145	Great communication in a simple understanding way , and give information we need about our school .	6/2/2020 3:51 PM
146	Communication with the community	6/2/2020 3:41 PM
147	Leadership, Communication	6/2/2020 3:39 PM
148	Our superintendent is an impressive, strong leader and clear communicator. He keeps us informed of problems, objectives and decisions he has made or needs to make, supporting his decisions with sound reason and conveying his message in terminology all can understand. He tackles the tough issues directly and is open to and even solicits suggestions for improvement regularly. In addition to managing people assets (students, teachers and school department staff), there is the world of finance. Year after year, Joe has managed a substantial education budget, allocating funds to the right places. The proper distribution of funds results in a maintaining the integrity of the town's education system that serves to produce well prepared, educated and disciplined student populations year after year from a school system held in high regard in the Commonwealth and nationally. Since there is a direct correlation between having a sound educational system and real estate valuations, all homeowners in Shrewsbury benefit due to Joe's management skills. So, I find our Superintendent to be very effective and feel that we are lucky to have him. I've lived in town for over 60 years and he is as effective, if not more so, than his predecessors, (most of which were nothing short of remarkable). Joe thank you for all that you do to keep Shrewsbury the viable community it is!	6/2/2020 3:38 PM
149	Dedication, intelligence, humor	6/2/2020 3:37 PM
150	Communication	6/2/2020 3:37 PM
151	strong communication, excellent listener and is a wonderful leader! we are so lucky to have Dr Sawyer as our superintendent!	6/2/2020 3:28 PM
152	Communicates well and often	6/2/2020 3:28 PM
153	I have always thought that he has had the students' best interests at the forefront of decisions. (Even the hardest decisions) Great communicator (I have even sent some messages to others outside the district, as examples of excellent communication.).	6/2/2020 3:26 PM
154	Great communication. Attention to the issues that are important. (At least from my perspective as a parent of two children.)	6/2/2020 3:24 PM
155	Sense of humor	6/2/2020 3:11 PM
156	Ability to talk to all levels of people and be clear about his message	6/2/2020 3:11 PM
157	He communicates very effectively.	6/2/2020 3:09 PM
158	Empathy, Leadership, Strategic	6/2/2020 3:09 PM
159	Leadership, cam in stressful times . Love the presence and visibility in the schools.	6/2/2020 3:08 PM
160	His emails are very informative. I believe he does a great job at communicating things happening at the school.	6/2/2020 2:57 PM
161	Good communication skills especially during this Covid crisis. Thank you for your wonderful service.	6/2/2020 2:49 PM
162	I especially loved how you had SHS staffs back during a recent school committee meeting.	6/2/2020 2:44 PM

Parent/Community Feedback for the Superintendent – June 2020

163	Awesome leader! I think he has been in contact with parents the whole way thru this pandemic and I can't thank him enough. For all the school employees... the teachers, principal, and staff have all been unbelievable! Thank you!!	6/2/2020 2:38 PM
164	Transparency. Has children in the schools. Not easily rattled.	6/2/2020 2:30 PM
165	Communication with parents and caregivers	6/2/2020 2:27 PM
166	lots of useless emails	6/2/2020 2:26 PM
167	We have been with the school district for many years and always felt Dr. Sawyer to be a very effective leader, including during challenging times. Great communicator and mentor, as well.	6/2/2020 2:16 PM
168	Communication and quick response to try to resolve problems.	6/2/2020 2:15 PM
169	Great at getting things done,communicating	6/2/2020 2:13 PM
170	I think he makes the best decisions possible for school closures.	6/2/2020 1:55 PM
171	Dr. Sawyer is such a great people person. He doesn't hesitate to praise and promote everyone on every level in the district.	6/2/2020 1:47 PM
172	Calm, strong leader. Well spoken, and confident.	6/2/2020 1:39 PM
173	Supporting students of all interests (sports, academics, theater, vocations)	6/2/2020 1:29 PM
174	Timely, pertinent communication. Conveyed with clarity and empathy .	6/2/2020 1:28 PM
175	Compassion, Empathy, Great leadership skills, inspirational, inclusive and respectful of all people in the community.	6/2/2020 1:23 PM
176	I think Dr Sawyer is a strong leader and proved as much during this crazy time. He and his staff got remote learning up and running in a much shorter time than I expected although not necessarily consistent. It took some time to find balance and some things were not clearly communicated as to what was considered "mandatory" and "optional" in regard to remote learning	6/2/2020 1:18 PM
177	Able to adapt and communicate fast and effectively during unprecedented crisis.	6/2/2020 1:17 PM
178	Clear, smart and makes right decisions.	6/2/2020 1:17 PM
179	Ability to efficiently distill information and communicate it in a timely manner to our entire community; ability and willingness to communicate concern about the welfare of individuals and community	6/2/2020 1:15 PM
180	Sharing information always staying on top of sharing information.	6/2/2020 1:11 PM
181	Communicative, understanding and empathetic of the current situation, strong leadership, respectful of all - teachers, students, parents, community, sense of humor (much needed at this time especially)	6/2/2020 12:56 PM
182	Open, honest and forthcoming. Dr. Sawyer is also very communicative in keeping parents and citizens informed of all aspects of the district education on-goings, issues, problems and positive results - tells it like it is!	6/2/2020 12:53 PM
183	Leadership, communication, trustworthiness	6/2/2020 12:53 PM
184	leadership	6/2/2020 12:35 PM
185	Dr Sawyer is a good communicator. He keeps parents informed. He often makes decisions based on consensus when appropriate. And I've seen him solve problems creatively in many circumstances. He is willing to think out of the box and not just take answers A or B but often asks- "is there another solution we can look at?" That's what makes him a very effective Superintendent. I have not loved every solution as a parent, but I often see and admire the way the district has arrived at that solution.	6/2/2020 12:31 PM
186	Communication	6/2/2020 12:29 PM
187	Dr. Sawyer is a terrific combination of strong leadership, practicality, and unquestionable ethics...all qualities we need in these times. He is an excellent communicator. I am filled with gratitude that he is our Superintendent during these extraordinary and difficult times.	6/2/2020 12:28 PM

Parent/Community Feedback for the Superintendent – June 2020

188	Trustworthy, straightforward, open	6/2/2020 12:24 PM
189	Great leader, great communicator, always staying positive.	6/2/2020 12:23 PM
190	I think Dr. Sawyer's strengths are that he appears honest in his messaging to the district. He is level headed and respectful towards everyone, even those he disagrees with. I think this attitude permeates throughout the district and that is an important tone to set. I also think Dr. Sawyer does an excellent job recognizing others for a job well done, from students to staff to the community. I think offering that type of respect and appreciation is an important part of good leadership and it also filters throughout the district.	6/2/2020 12:20 PM
191	Predicting the weather, empathy, supporting of diverse programs from technical to music and performing arts, as well as athletic. Lots more.	6/2/2020 12:16 PM
192	Amazing communication during a crazy time!	6/2/2020 12:07 PM
193	Always being out in the community and visiting all the schools.	6/2/2020 12:01 PM
194	very good communication during the pandemic I liked the 5 minute weekly videos	6/2/2020 12:00 PM
195	Strong leader, communicator and problem solver	6/2/2020 12:00 PM
196	He is knowable and a good leader	6/2/2020 11:56 AM
197	Communication Strategy and Clarity	6/2/2020 11:56 AM
198	He is a perfect communicator & Care taker	6/2/2020 11:55 AM
199	Level headed, direct, thoughtful approach	6/2/2020 11:48 AM
200	Communication, transparency	6/2/2020 11:47 AM
201	Communication	6/2/2020 11:46 AM
202	Great communications and has great passion for the students and staff of Shrewsbury Public Schools.	6/2/2020 11:45 AM
203	Communication and transparency	6/2/2020 11:43 AM
204	Clear communication with the community Leadership Thinking outside the box	6/2/2020 11:42 AM
205	Communication is extremely important right now during this pandemic and he is always on point and he very resourceful and intelligent. An eloquent speaker. He seems to really care about the kids and staff.	6/2/2020 11:39 AM
206	Leadership, relatability, passion for education, educators, and children.	6/2/2020 11:35 AM
207	Professionalism, intelligence, empathy, stability, poise, vision, ability to recognize talent and potential in others	6/2/2020 11:35 AM
208	Commitment with the Shrewsbury Public Schools system	6/2/2020 11:32 AM
209	Educate children	6/2/2020 11:31 AM
210	Care of compassion for the school and overall community	6/2/2020 11:26 AM
211	Communication Thoughtfulness transparency	6/2/2020 11:25 AM
212	Open communication. Ability to provide best learning opportunities within confines of a limited budget.	6/2/2020 11:23 AM
213	Effective communication and strong, supportive leadership.	6/2/2020 11:21 AM
214	His careful consideration of school issues, especially during this pandemic, and his concern for equity in school learning.	6/2/2020 11:21 AM
215	Consistent and concise information, update to date and timely communication and informed decision making. Appreciate the bits of humor as well	6/2/2020 11:18 AM
216	Consistent and compassionate leader	6/2/2020 11:17 AM
217	communication	6/2/2020 11:16 AM
218	Being accessible, public and engaged with the students, faculty and community at large.	6/2/2020 11:11 AM

Parent/Community Feedback for the Superintendent – June 2020

219	His ties to the Community, his professionalism, his calm demeanor and his genuine respect for the school community.	6/2/2020 11:10 AM
220	He is practical. He is a generally fair person. he is able to make the most of a restricted budget.	6/2/2020 11:06 AM
221	He is very wellspoken, and keeps us informed.	6/2/2020 11:06 AM
222	Intelligence, great role model, steady leadership in a storm	6/2/2020 11:04 AM
223	You are pro-active. Provide a stable leadership to the community	6/2/2020 10:59 AM
224	I'm glad we were "ahead of the curve" on projects like having the iPad and other online services up and running in the classroom setting. Talking to friends and family in other districts that had no such investment and "bake time" on these technologies, we were light years ahead in terms of online learning and access. While I know there were plenty of challenges that came up, at least we were starting from a better position. Thank you for your leadership on this.	6/2/2020 10:58 AM
225	He is always calm and bases his decisions on facts and data rather than emotion. Throughout the COVID crisis Joe has been putting out weekly video messages to the community that were not just informative, but reassuring. There is a real desire to listen to the thoughts of the community and communicate with the community. I like that all stakeholders are given an opportunity to provide feedback on important issues. That is a direct result of Joe's leadership style.	6/2/2020 10:57 AM
226	communication	6/2/2020 10:53 AM
227	Transparency and excellent frequent communication, as well as listening to feedback from parents, students, teachers and the community	6/2/2020 10:46 AM
228	Clear communication of the current situation(s) and plans for the future.	6/2/2020 10:45 AM
229	He always responds to the comments and suggestions I send him. He is demonstrates his understanding of my messages, and is respectful even if he does not agree.	6/2/2020 10:45 AM
230	Strong personality, lots of character and a great sense of humor.	6/2/2020 10:44 AM
231	Communication	6/2/2020 10:43 AM
232	Dr. Sawyer is a great leader. He is well respected by the community and his staff which I can speak to both. He makes tough but proper decisions with the information that is given to him and is transparent in his delivery of it. Dr. Sawyer is vested in Shrewsbury and it shows. I love that his girls attend our schools. He is down to earth good man.	6/2/2020 10:42 AM
233	He listens to the community members and acts appropriately to lead the schools. He is a very good leader.	6/2/2020 10:40 AM
234	Communication is strong and to the point	6/2/2020 10:39 AM
235	Ability to find humor and lightness even in tough situations. Communication is clear, transparent a and concise.	6/2/2020 10:39 AM
236	I see his compassion as a strength. He's really trying to do so much with so little. His passion to bring more to education and to the community is compounded by the town's inability to see the need to raise money through different venues and lack of foresight to see why we need to pour more towards education. I applaud Dr. Sawyer's unwavering faith in his team and his staff. He has a tough job of trying to please everyone and trying to balance the budget with minimal support	6/2/2020 10:36 AM
237	Effectively manages most of the staff that supports our schools	6/2/2020 10:35 AM
238	He is an intelligent leader.	6/2/2020 10:31 AM
239	great communication and care for the education and students. excellent leader.	6/2/2020 10:31 AM
240	Superintendent is a great communicator - he provides great updates and looks out for the community. In his emails, he has mentioned special holidays of people of other faiths, which has been very nice to read.	6/2/2020 10:29 AM
241	Communication and relating to parents, students, and members of the community with compassion, humor, and caring. Dr. Sawyer's demeanor is reassuring especially during these uncertain times and his caring nature shines. So happy to have him as our leader.	6/2/2020 10:29 AM

Parent/Community Feedback for the Superintendent – June 2020

242	He is ahead of the issues, communicates immensely with the community, keeps the community up to date on all issues, concerns and keeps the community involved on the issues...asking opinions, etc.	6/2/2020 10:28 AM
243	Dr. Sawyer is kind, funny and highly intelligent and that's all we need in a leader, thank you!	6/2/2020 10:28 AM
244	communication and on time reply for any queries and updates on current situation	6/2/2020 10:27 AM
245	Transparency, adaptability, humor	6/2/2020 10:26 AM
246	Strong leader, effective , approachable.	6/2/2020 10:17 AM
247	Perfect and Timely school communications.	6/2/2020 10:15 AM
248	Timely, realistic communication. You are also not afraid to show your human side.	6/2/2020 10:14 AM
249	Dedication and Commitment	6/2/2020 10:13 AM
250	Very good with communication and decision making	6/2/2020 10:08 AM
251	I don't see any. I see someone who hides and refuses to confront a issue if it does not align with his view points.	6/2/2020 10:07 AM
252	Communication	6/2/2020 10:06 AM
253	Very pleased with getting up to date information to students families.	6/2/2020 10:05 AM
254	Excellent communicator. I feel well informed and inspired by his strong and compassionate leadership.	6/2/2020 10:01 AM
255	He finds the right balance of communicating the right amount of information. He doesn't overwhelm the parents but keeps them informed. He also seems to be quite logical with not having knee jerk reactions to some extremely tough situations that have come up.	6/2/2020 10:00 AM
256	Humor in difficult situations that help to ease anxiety. Thoughtful regarding needs of students and families. Strong commitment and great communication	6/2/2020 10:00 AM
257	Very informative	6/2/2020 9:59 AM
258	Communication.	6/2/2020 9:57 AM
259	He uses amazing judgement in an incredibly stressful time	6/2/2020 9:54 AM
260	clear and consistent communication, responsive, invested/strong connection to the Shrewsbury community	6/2/2020 9:49 AM
261	Effective communication. I feel Dr. Shawyer does a great job of communicating all SPS related information.	6/2/2020 9:49 AM
262	Communication and decision making. You are not afraid to have difficult conversations and make hard decisions that no one likes, but need to be said or made. That's a leader. Plus you are a regular guy and neighbor in the community, just like the rest of us.	6/2/2020 9:48 AM
263	Transparent and timely communications.	6/2/2020 9:48 AM
264	Caring, involved, concerned, diligent, strong leadership.	6/2/2020 9:47 AM
265	He tries to provide the best safest solutions possible. He always has the students best interest at heart. He is a parent of students as well which I think is so important and beneficial.	6/2/2020 9:42 AM
266	He is present in the schools and in classrooms. He is friendly and approachable. He demonstrates thoughtful leadership and makes decisions after researching.	6/2/2020 9:42 AM
267	Dr Sawyer is a great advocate for the students and families of Shrewsbury. He is an effective communicator, is responsive to concerns, is supportive of everyone, transparent and highly regarded and respected. He also has a great sense of humor which is really appreciated during this challenging time.	6/2/2020 9:42 AM
268	The fact that he lives in the community in which he works allows him to be extremely cognizant of the issues and needs of the students, faculty and the town. He is smart, charismatic and invested. We are lucky to have him.	6/2/2020 9:40 AM

Parent/Community Feedback for the Superintendent – June 2020

269	I believe that he is making the right decisions, even when they are difficult ones and he is communicating effectively to the parents and families of the students.	6/2/2020 9:39 AM
270	Work ethic, mindset, unwavering commitment to this community, sense of humor	6/2/2020 9:36 AM
271	Makes time to connect with students and their families.	6/2/2020 9:36 AM
272	Great!	6/2/2020 9:36 AM
273	Communication is clear and on time. Good Leadership. Friendly.	6/2/2020 9:35 AM
274	Communication with everyone.	6/2/2020 9:35 AM
275	Frequent, organized and valuable communication.	6/2/2020 9:35 AM
276	Communication and keep updated information.	6/2/2020 9:34 AM
277	Effective listener, pragmatic, leader, good humor	6/2/2020 9:34 AM
278	Excellent communication with the student body, staff, and families. Represents the town and the schools in the best way possible - always with the best interests of all, especially the students!	6/2/2020 9:33 AM
279	Transparency. Clarity. Innovation. Leadership. Genuine. Caring.	6/2/2020 9:33 AM
280	thoughtful and well spoken.	6/2/2020 9:33 AM
281	Clear and frequent communication	6/2/2020 9:30 AM
282	His communication skills, his concern for the well-being of each student, and his passion for the job.	6/2/2020 9:29 AM
283	Prompt communication. Knowledgeable. Great sense of humor.	6/2/2020 9:27 AM
284	Reliability to adapt and face any situation and challenge for the district.	6/2/2020 9:26 AM
285	He is a tremendous communicator, with strong leadership skills. He is also a good listener to the community. We as a town severely underfund our schools and he is a magician at making it work and giving our children an outstanding education. We make his job very hard.	6/2/2020 9:25 AM
286	Very informative	6/2/2020 9:24 AM
287	On top of the kids needs. Responsive	6/2/2020 9:24 AM
288	Communication, his caring of students, families, and the Shrewsbury Community. Especially his ability to be direct with everyone even during difficult times	6/2/2020 9:23 AM
289	He is concerned about this teachers and school staff. Does his best for the students and the community as a whole.	6/2/2020 9:22 AM
290	Intelligence, leadership, compassion, devotion, role model, ability to solve problems, a true understanding to improve all levels of education. Shrewsbury is blessed to have Dr.Sawyer!	6/2/2020 9:21 AM
291	Joe has always been decisive, clear in the needs of the school system and creative in how to get those needs met. His focus has always been, first, the students and second the staff. He does not neglect the needs of parents or the community and does his best to make the most effective decisions in difficult situations.	6/2/2020 9:21 AM
292	Communication 100%	6/2/2020 9:19 AM
293	Dr Sawyer communicates clearly, communicates frequently, and communicates through diversified venues (print, audio/video, translations available).	6/2/2020 9:19 AM
294	Communication, transparency, and passion for quality education.	6/2/2020 9:17 AM
295	Joe is passionate about his job and is sincere about providing the best possible education for each and every one of our children. In addition, he is a tireless advocate for our educators.	6/2/2020 9:17 AM
296	Seeing positives in every situation	6/2/2020 9:15 AM
297	Clear, thoughtful communication as well as careful planning and organizing during an unprecedented time	6/2/2020 9:15 AM

Parent/Community Feedback for the Superintendent – June 2020

298	He seems to care about the students but seems very political about it.	6/2/2020 9:14 AM
299	The ability to make the best judgments based on the safety of the children and staff.	6/2/2020 9:14 AM
300	communication skills, fair balance in decision making	6/2/2020 9:13 AM
301	Does well at doing weekly communications via email to parents	6/2/2020 9:13 AM
302	Integrity Leadership Grit Honesty	6/2/2020 9:13 AM
303	He lives in Shrewsbury and has kids that attend the schools. He is genuine and communicates well with the community.	6/2/2020 9:12 AM
304	Clear and transparent communication even when topics are difficult or would affect the superintendent negatively. You clearly put the well being of the schools and the students above all else.	6/2/2020 9:10 AM
305	The level of communication and support to both parents and students.	6/2/2020 9:09 AM
306	Leadership, decision making, considerate and common sense.	6/2/2020 9:08 AM
307	Communication	6/2/2020 9:08 AM
308	A clear leader. Able to do the best with the terrible circumstances we are all in.	6/2/2020 9:05 AM
309	Open communication, humor in a tough situation. Dealing with entitled parents.	6/2/2020 9:05 AM
310	Dr. Sawyer provides timely information, connects well with students and Shrewsbury schools are doing well under his leadership.	6/2/2020 9:03 AM
311	Strong vision and commitment to the system and the students.	6/2/2020 9:01 AM
312	Communication, strong core values that trickle down through the school system	6/2/2020 9:01 AM
313	Communication Leadership Sense of community Thoughtful and thorough	6/2/2020 9:00 AM
314	Mr. Sawyer has tremendous Communication Skills. He also has a great ability of inspiring Trust. A class act!!	6/2/2020 8:59 AM
315	communication	6/2/2020 8:59 AM
316	Timely communication and right decision at right time.	6/2/2020 8:58 AM
317	Great communication	6/2/2020 8:57 AM
318	He values our children and that shows in his commitment and dedication - especially now. His communication to parents is clear and effective. I am very happy with how he handled the letter from the parents of seniors.	6/2/2020 8:56 AM
319	Available, involved, passionate.	6/2/2020 8:56 AM
320	communication skills	6/2/2020 8:56 AM
321	Great communication with the parents	6/2/2020 8:55 AM
322	Transparent, kind and strong leadership. Dr. Sawyer is a great role model for all the students.	6/2/2020 8:55 AM
323	Your verbal and written communication are admirable. Ability to project confidence, your integrity, and your honesty are just a few more. Also your targeted humor, especially in the current times is appreciated. We are lucky to have you in our community.	6/2/2020 8:54 AM
324	Excellent communicator, dedicated, intelligent, well spoken, but most of all, kind.	6/2/2020 8:54 AM
325	He attends all school sponsored events, he definitely has a strong presence in the community	6/2/2020 8:54 AM
326	strong communicator -- detailed and timely information in multiple formats; he takes initiative and acts with a clear outlined plan; knowledgeable; high expectations and plans to achieve them; models positively for his staff -- his leadership at lower levels emulate him; unwavering commitment to students and families; sense of humor; passion for education and this town; publicly celebrates student and staff achievements; transparency, especially during the Covid-19 pandemic!	6/2/2020 8:54 AM
327	Compassionate, kind, great leader,	6/2/2020 8:53 AM

Parent/Community Feedback for the Superintendent – June 2020

328	Communication. I feel very informed about what is going on within our school district and our community. I also feel respected and considered in the tone of all communications.	6/2/2020 8:53 AM
329	Communication skills - ability to break complex information into digestible chunks for parents. Also you had a laser focus on priorities during the pandemic - there was/is no playbook for remote learning during COVID-19.. Excellent crisis management skills. Thank you!	6/2/2020 8:53 AM
330	Clear to the point messaging. Great knowledge of the school system.	6/2/2020 8:52 AM
331	During this special time, a strong leader can work well with all parties in the community. The SPS high quality education system has also been demonstrated in the students' performances and achievements.	6/2/2020 8:50 AM
332	Very respectful Communicates well	6/2/2020 8:50 AM
333	He is very committed to communicating with parents regarding information about the schools and community.	6/2/2020 8:49 AM
334	His vision, listening and communication, and leadership.	6/2/2020 8:44 AM
335	effective communication	6/2/2020 8:44 AM
336	Constant and accurate communication as well as personal responses to questions and compliments	6/2/2020 8:43 AM
337	Calm, thoughtful and caring. Seems very genuine and pragmatic.	6/2/2020 8:43 AM
338	Your communication is solid. Through everything that is happening I feel you are doing great at keeping parents informed weekly of what is going on.	6/2/2020 8:42 AM
339	Clear communication and the ability to listen and make decisions that are best for all students.	6/2/2020 8:41 AM
340	Dedication & communication, leadership, empathy, intelligence, logical, down to earth, great example to other leaders in the community	6/2/2020 8:39 AM
341	Great leadership skills.	6/2/2020 8:38 AM
342	Transparency, honesty, kids first approach	6/2/2020 8:37 AM
343	Communication. I feel like I am constantly updated and given as much information as there is available.	6/2/2020 8:36 AM
344	Communication. Joe Sawyer is "one of us" and fully committed and involved. He is thoughtful with the best of intentions.	6/2/2020 8:35 AM
345	Fantastic performance, please continue with the good work	6/2/2020 8:35 AM
346	Communication!	6/2/2020 8:35 AM
347	Genuinely cares for the students	6/2/2020 8:35 AM
348	Dr. Sawyer is an excellent superintendent with strong leadership and communication skills. He is always clear and acts quickly in regards to any issues that might impact our school district. We are very happy to have had him as our school superintendent.	6/2/2020 8:34 AM
349	Communication	6/2/2020 8:33 AM
350	Communication	6/2/2020 8:32 AM
351	He is on time for every thing	6/2/2020 8:32 AM
352	Joe Sawyer is a great communicator. He is always one step ahead of other districts with his ideas and changes to improve the district.	6/2/2020 8:32 AM
353	Communication and transparency	6/2/2020 8:32 AM
354	Compassion	6/2/2020 8:30 AM
355	Sense of humor	6/2/2020 8:30 AM
356	Understanding the community and balancing the needs with the budget.	6/2/2020 8:29 AM
357	Communication	6/2/2020 8:28 AM

Parent/Community Feedback for the Superintendent – June 2020

358	He runs the district well.	6/2/2020 8:27 AM
359	Communication, thoughtfulness, organization, caring	6/2/2020 8:26 AM
360	Great communicator	6/2/2020 8:24 AM
361	Great communication, keeps the community informed.	6/2/2020 8:24 AM
362	Dr. Sawyer is amazing. He is a thoughtful careful leader who works hard to ensure our schools are getting what they need to run smoothly. He is positive and encouraging when things look grim. He works for a balanced budget and tries to figure out how to make things happen even when there is a budget shortfall. To top it off he is a good human!	6/2/2020 8:23 AM
363	Communication, listening, empathy, fairness	6/2/2020 8:22 AM
364	clear communicator, level-headed, compassionate and high expectations	6/2/2020 8:22 AM
365	He is personable and part of our community. He attends after-hours school functions and is connected and supportive of our students.	6/2/2020 8:21 AM
366	Calm and collected in the face of this pandemic and also during any inclement weather days :)	6/2/2020 8:20 AM
367	He is a good communicator	6/2/2020 8:19 AM
368	Empathy. Knowing that you have a child in the school system I feel makes you aware of the impact of every decision you make.	6/2/2020 8:19 AM
369	Effectively communicate all information needed for community members and parents	6/2/2020 8:18 AM
370	Great communicator. Really cares about the children's education and state of mind	6/2/2020 8:18 AM
371	Strong, funny, to the point, sincere.	6/2/2020 8:17 AM
372	Steady in a storm.	6/2/2020 8:16 AM
373	Intelligent, logical leader who has done what is best for the town.	6/2/2020 8:14 AM
374	Very informative and provides the info needed for the situation	6/2/2020 8:13 AM
375	visible and approachable	6/2/2020 8:12 AM
376	He is a fabulous leader in the community and has a very genuine love for the children their families and the staff. In this surreal time he has kept the children and families first and with constant and consistent communication. He is the best.	6/2/2020 8:10 AM
377	While conveying hard to deliver messages Dr Sawyer is able to convey empathy and understanding. His leadership through Covid19 has been the glue to hold the community together and his ability to inject humor is always welcome.	6/2/2020 8:09 AM
378	Good at communication & taking decisions for snow closings & leadership.	6/2/2020 8:09 AM
379	Strong in communication and keeping parents well informed. Great leader	6/2/2020 8:08 AM
380	Communication	6/2/2020 8:08 AM
381	communication and tone-setting	6/2/2020 8:07 AM
382	Excellent communication, forthright.	6/2/2020 8:05 AM
383	Clear communication and decision making.	6/2/2020 8:03 AM
384	Communication, decision -making	6/2/2020 8:03 AM
385	Keeps everyone informed almost daily	6/2/2020 8:01 AM
386	communication	6/2/2020 8:01 AM
387	open and clear communication - thoughtful deliberation	6/2/2020 8:01 AM
388	Keeping the school community informed of daily/weekly changes we should be aware of or meetings we should be watching or attending.	6/2/2020 8:00 AM
389	Dedication to students and staff, strong leadership. Very intelligent. Communicates extremely well so that everyone understands what current situation is with budgets etc. Very caring leader	6/2/2020 7:59 AM

Parent/Community Feedback for the Superintendent – June 2020

	and genuine.	
390	Great communicator, leads by example, fellow parent with kids in this school system so he has a vested interest in what happens here	6/2/2020 7:59 AM
391	Clearly hardworking and dedicated. Timely and very effective communications.	6/2/2020 7:58 AM
392	I think his strengths are that he is honest and thoughtful through his communications.	6/2/2020 7:58 AM
393	Calm, reasonable, analytical, compassionate	6/2/2020 7:58 AM
394	He keeps the community involved	6/2/2020 7:57 AM
395	Always keeping parents informed	6/2/2020 7:57 AM
396	Steadiness, communication skills, humor	6/2/2020 7:55 AM
397	Organized and effective	6/2/2020 7:55 AM
398	Intelligent, professional, empathetic, and just the right touch of humor.	6/2/2020 7:55 AM
399	Incredibly transparent, very supportive to both students and their families - In Twitter feeds - very respectful and deferential to all religious observations/holidays.	6/2/2020 7:55 AM
400	Email communication, open willingness to speak to parents, transparency about the financial situation, encouraging a community of kindness, encouraging a community built on tolerance. Please keep spreading this message, as our society needs it more than ever. Our kids need more leaders like you that show kindness and tolerance can rise above what's happening in society. And it appears you hold your teachers accountable for this same message, as every teacher we've encountered in Shrewsbury practices these same values.	6/2/2020 7:55 AM
401	I am very proud to live in Shrewsbury because I know my children are getting the best possible education in the state, if not the entire country. Dr. Sawyer sets high standards for the staff, the students and their parents. When other towns dropped the ball on finding a way to continue educating during the pandemic, Shrewsbury gave students the direction and resources needed to continue learning at a high level. The Shrewsbury school system adapted the best it could and made the best use of the technology available for the students to continue learning. A great leader is revealed during times of crisis. Dr. Sawyer's leadership was put to the greatest test and he exceeded all expectations, setting the bar for other communities. - Marlena Jaillet - Floral parent of Mia (3rd grade) and Lydia (1st grade)	6/2/2020 7:52 AM
402	He is a great Leader, communicating when needed. Calm and resuring in face of this Pandemic.	6/2/2020 7:50 AM
403	Transparency, regular communication, providing clear and thorough explanations of budget issues, planning for the future, bringing student/staff accomplishments to light	6/2/2020 7:48 AM
404	Clear communication. Calm, thoughtful leadership.	6/2/2020 7:47 AM
405	Professional Communications, proper guideline for parents.	6/2/2020 7:46 AM
406	Communication. Succession planning.	6/2/2020 7:46 AM
407	-Communication -Smart decision maker	6/2/2020 7:45 AM
408	Humility and willingness to listen to the input of others in his decision making process.	6/2/2020 7:45 AM
409	Communication, transparency, humor	6/2/2020 7:44 AM
410	Good reactive communication with clarity on actionable steps	6/2/2020 7:44 AM
411	You are thoughtful and engaged in your interactions. From a parent's perspective, you are a worthy and respected leader.	6/2/2020 7:44 AM
412	Communication, Identify roadblocks, Strategic Planning	6/2/2020 7:42 AM
413	Very dedicated and thoughtful. Not a person who makes hasty decisions.	6/2/2020 7:41 AM
414	Staying on top of current situations	6/2/2020 7:41 AM
415	I have known Joe from the very beginning of his career in SPS. He strength is his integrity. You can not be a great leader, such as Joe, without the community and your team members	6/2/2020 7:41 AM

Parent/Community Feedback for the Superintendent – June 2020

believing in you. To acquire that takes time and interactions (one on one or as part of the job) were an individual gets to witness first hand Joe says what he means and means what he says. I believe in him because of our shared experiences.

416	Thorough, gives a community feel of bring us together, frequent and welcomed rhythm of communications	6/2/2020 7:39 AM
417	Firm and Fair	6/2/2020 7:39 AM
418	empathy, knowledge, communication, intelligence, kindness, experience, understanding	6/2/2020 7:37 AM
419	Great communicator and the definition of professional. Dr. Sawyer's confidence and honesty is always appreciated. We're lucky to have him as our superintendent.	6/2/2020 7:36 AM
420	Level headed, clear communicator	6/2/2020 7:34 AM
421	I appreciate the transparency with all of communications and issues that the school district faces. I also appreciate the added levity and humor included within the communication.	6/2/2020 7:33 AM
422	Communication	6/2/2020 7:32 AM
423	He has been great at sending out relevant information.	6/2/2020 7:31 AM
424	Puts on a good front/show	6/2/2020 7:31 AM
425	Communication, caring nature	6/2/2020 7:30 AM
426	Timely and honest communication.	6/2/2020 7:30 AM
427	I appreciate your transparency with communication, as well as your thoughtfulness with decisions that must be made for the district. The budget issues this district faces year after year put an unnecessary burden on your position, and I appreciate the work you do to continue to find solutions and communicate the issues, when your time should be spent on other matters. I feel your commitment to the students, your staff, and the community is top-notch, and I feel the SPS community is very fortunate to have you in this role.	6/2/2020 7:29 AM
428	Thank you for your steady and thoughtful leadership	6/2/2020 7:29 AM
429	Communication	6/2/2020 7:29 AM
430	Communications and relatability.	6/2/2020 7:29 AM
431	Very diligent, and proactive. Communication to parents is excellent!	6/2/2020 7:28 AM
432	Communicative and fair	6/2/2020 7:26 AM
433	Positive messages in dark times. Very clear and direct communication style that is thoughtful and considerate.	6/2/2020 7:26 AM
434	He truly thinks of the students needs	6/2/2020 7:26 AM
435	Communication Clarity Connection to community	6/2/2020 7:26 AM
436	vigil and taking care	6/2/2020 7:26 AM
437	communication	6/2/2020 7:26 AM
438	Ability to foster a safe and informed community. He is a very good communicator.	6/2/2020 7:25 AM
439	Good And timely communication. Well thought out decisions.	6/2/2020 7:24 AM
440	Transparency, strong leadership, cares about the community, clear in communication, wants the best for the students.	6/2/2020 7:24 AM
441	Logical and caring. It's not easy making critical decisions regarding students/Teacher's health that could be unpopular.	6/2/2020 7:22 AM
442	Communication Hard working	6/2/2020 7:22 AM
443	I always feel that he has taken the time to consider all options and situations before he makes decisions that affect our children. I always feel that he has made the best decision there is for the children of this community.	6/2/2020 7:20 AM

Parent/Community Feedback for the Superintendent – June 2020

444	Straight forward, open and timely communication, sense of humor and professionalism	6/2/2020 7:20 AM
445	Open and honest communication, and professionalism	6/2/2020 7:19 AM
446	Professional. Effective. Empathic. Realistic. Foreword thinking. Involved. Genuine.	6/2/2020 7:19 AM
447	Good at keeping in toich	6/2/2020 7:18 AM
448	His passion for the school system and students	6/2/2020 7:17 AM
449	You can relate to parents. You communication is the key.	6/2/2020 7:13 AM
450	As a grandparent who is not active in the life of the schools, I still believe that Mr. Sawyer has shown an ability to lead the schools and students through this totally unexpected time of pandemic. I have briefly seen him on TV, and his calm demeanor has been a true sign of leadership.	6/2/2020 7:13 AM
451	The biggest strength I see is the superintendent's outstanding communication. The frequency and quality of information shared is very helpful and appreciated.	6/2/2020 7:13 AM
452	His calm and composed nature even during the pandemic.	6/2/2020 7:13 AM
453	Intelligent, thorough, data-driven, involved, highly professional	6/2/2020 7:13 AM
454	I am in awe of your ability to always do what is right for the safety and we'll being of our students.	6/2/2020 7:12 AM
455	Good commitment	6/2/2020 7:12 AM
456	Decisive yet caring approach to issues in the district.	6/2/2020 7:11 AM
457	Transparency, empathy, calmness	6/2/2020 7:09 AM
458	He really cares about the students. He helped my daughter greatly.	6/2/2020 7:09 AM
459	Communication, responsiveness. He clearly cares deeply about the SPS and its students/families.	6/2/2020 7:09 AM
460	Leadership and guidance	6/2/2020 7:08 AM
461	Thank you for being so transparent about what is going on in our schools. Also my daughter said she has enjoy talking with you during your school visits.	6/2/2020 7:07 AM
462	Not much	6/2/2020 7:07 AM
463	Takes necessary steps as quickly as possible	6/2/2020 7:07 AM
464	Communication and sense of humor	6/2/2020 7:06 AM
465	Thoughtful focused and true leadership. One example of the ways you do this is with your notices. Education theory says to teach with different modalities. You put out a video and text message. This is a simple act of leadership by example. Your videos are really well done too.	6/2/2020 7:06 AM
466	Understanding that visibility, constant communication and transparency are the best ways to lead a school community particularly during times of crisis. Evoking calm and reassurance go hand in hand with this.	6/2/2020 7:06 AM
467	transparency, consistency, appropriate levels of responding to crisis	6/2/2020 7:06 AM
468	Strong decision making skill	6/2/2020 7:04 AM
469	Strong communication skills as well as empathetic listening and an unbelievable ability to remember former students and their families (this is to be commended as my kids graduated years ago and Dr Sawyer never forgets to ask about them every time I see him)	6/2/2020 7:03 AM
470	Stays fairly even keeled all the time	6/2/2020 7:02 AM
471	Managed difficult budgets	6/2/2020 7:02 AM
472	Keeps the school community informed, always thinking about the students and their needs, and has demonstrated good leadership skills through a pandemic that no one could have planned for.	6/2/2020 7:02 AM

Parent/Community Feedback for the Superintendent – June 2020

473	Clear and timely communication	6/2/2020 7:01 AM
474	Excellent communication	6/2/2020 7:01 AM
475	You seem to truly care about the students and staff and strive to provide equitable learning opportunities for all students.	6/2/2020 7:00 AM
476	Clear and consistent communication, seeks feedback from parents/caregivers	6/2/2020 7:00 AM
477	His ability to empathize is one of his strongest leadership skills. I enjoy watching his videos as he guides us through such uncertain times.	6/2/2020 6:59 AM
478	Compassion, perseverance, rises to the occasion	6/2/2020 6:59 AM
479	Care for students and all Who work in shrewsbury public schools	6/2/2020 6:58 AM
480	Flexibility and communication	6/2/2020 6:58 AM
481	Communication is number one. I feel that the superintendent makes every effort to keep families up to date with important information.	6/2/2020 6:57 AM
482	Excellent communicator and listens to the community	6/2/2020 6:57 AM
483	Clear and effective communicator. Often out and about in the community.	6/2/2020 6:56 AM
484	Open communication. Realistic and honest assessment of financial situation of the district. Inclusive of all student groups. Respectful of staff.	6/2/2020 6:56 AM
485	Due to covid he has done a great job	6/2/2020 6:56 AM
486	Dedicated to his work	6/2/2020 6:55 AM
487	He is fair, thoughtful and deliberate in his decision making.	6/2/2020 6:55 AM
488	Communication	6/2/2020 6:54 AM
489	superintendent handled the extraordinary covid situation extremely well and did an excellent job with the communication. Appreciate all his support during this tough times.	6/2/2020 6:53 AM
490	Candor and commitment	6/2/2020 6:53 AM
491	None.	6/2/2020 6:53 AM
492	Very engaged.	6/2/2020 6:52 AM
493	Great communication skills, very informative and very professional	6/2/2020 6:52 AM
494	Collaborative leadership, superior communication and a passion for improving the status quo !	6/2/2020 6:52 AM
495	Communication, planning and implementation	6/2/2020 6:52 AM
496	Collaborative, takes feedback, shows emotion.	6/2/2020 6:51 AM
497	Communication	6/2/2020 6:51 AM
498	He communicates every bit of the information to us. And his words are so powerful and it always has a positive note.	6/2/2020 6:51 AM
499	Willingness to share when he does not have the answer but an equal willingness to find out.	6/2/2020 6:50 AM
500	Leadership, communication & empathy	6/2/2020 6:50 AM
501	Excellent communication, dedication and preparedness.	6/2/2020 6:50 AM
502	NA	6/2/2020 6:49 AM

Q5 What would you like to see the superintendent improve upon?

Answered: 339 Skipped: 365

Parent/Community Feedback for the Superintendent – June 2020

#	RESPONSES	DATE
1	I would like more transparency when things, such as the budget deficit, are in dire straits. It feels like we are told when needed but not always kept in the loop of the budget. I do follow town meeting and school committee, but I still feel surprised or frustrated some things are held close to the vest until a certain time.	6/5/2020 6:06 PM
2	Not sure.	6/5/2020 5:47 PM
3	He is doing great especially during these challenging times.	6/5/2020 2:21 PM
4	I am frustrated with the communication and response to the pandemic on students. The lack of a contingency plan for remote learning while one-on-one iPads were in the hands on jr. high and high school students is unacceptable. While schools continue to educate to the average student, that same student had internet net access throughout the pandemic. At the same time we had a town run cable company that could have provided free access to those in need. Also, making HS classes pass and fail Gabe an out to student learning and hurt the students excelling in their classes. I will not pretend to understand all the dynamics at work during this time, but I feel bad for the students and the long lasting affects on them that I think could have been eased with better planning.	6/5/2020 10:59 AM
5	Can't think of anything!	6/5/2020 8:03 AM
6	the only thing i can think of is tone (monotone) in voice communications sent to parent phones... great job, keep up the good work!	6/5/2020 4:48 AM
7	Nothing that I can think of.	6/4/2020 11:37 PM
8	Currently he is doing a great job. May be smile more often :)	6/4/2020 10:43 PM
9	Everything is perfect for now	6/4/2020 9:42 PM
10	I have nothing that I think needs improving, I am extremely satisfied with the great job Dr. Sawyer continues to do.	6/4/2020 8:18 PM
11	Continue to implement best practices for maximizing student achievement's and is supportive of teachers in the district.	6/4/2020 8:09 PM
12	Keep up the sense of humor making light of difficult situations	6/4/2020 7:01 PM
13	This is hard to answer, but based on the constant budget issues from the town, I wonder if there is a need for Dr. Sawyer to reach beyond the parent community and engage seniors and other demographics that aren't as familiar with the good work of the school department. I think the traditional 'broadcast' of the good works through emails/newsletters isn't working.(Or at least I can only assume that since we haven't yet started another Override campaign).	6/4/2020 4:24 PM
14	I am concerned about the minimal school sessions during the shutdown. If the situation continues how well we are ready to support the kids in educational need. It affects the High school the most as they need to prepare for college	6/4/2020 2:07 PM
15	Encouraging teachers to have more required face time with students. 30 minutes three times a week is not enough	6/4/2020 1:12 PM
16	Using the school budget more efficient. They receive the most money from the town budget and are always asking for beyond a normal increase of yearly expenses.	6/4/2020 11:16 AM
17	1)I would like him to work on making Shrewsbury Public District as diverse as its population. 98% of the employees or even more are white. I am talking as a former employee of the system where the only people of color working in the building was me, the janitor and another teacher while the population of the students was way more diverse. I was harassed several times and the administration did nothing about it. Some teachers do not understand the culture and the background of the students and they say things that might be very offensive. There are many qualified nonwhite candidates for teaching positions however the ones that are usually picked are the white ones. Probably you know about all what I am talking about and if not, then you need to investigate more and see what happens in your schools. 2) When there is a budget cut, the first employees you let go off are the teachers when you have several superintendents that are not as crucial to the students' learning as the teachers. Your priority should be what's best for the kids.	6/4/2020 10:37 AM
18	Plans for additional/possible remote learning in the upcoming future. Recognizing that no	6/4/2020 8:49 AM

Parent/Community Feedback for the Superintendent – June 2020

school district was prepared for this pandemic, I hope the district will be proactive in its future plans. I have been incredibly disappointed in the remote learning opportunities provided to my children. I have voiced this concern several times since remote learning started and have not seen my concerns regarding lack of live learning addressed I feel as if the school district and administration was trying to "please everyone" which is an impossible task. I feel let down and that the quality of my children's education has been poor, these past few months.

19	Thank you for being an awesome Superintendent..	6/4/2020 8:23 AM
20	Not sure.	6/4/2020 2:01 AM
21	Strategies to keep Shrewsbury schools strong. It is really looking like student will be significantly hurt academically next year and beyond. What can we do to keep the school strong? Also, what does the Colonial Fund do? I wouldn't mind donating to the school to help get through the pandemic and avoid loss of key programing, but it isn't clear how one can do that. Is there a way to donate refunded fees, for example?	6/4/2020 12:13 AM
22	Motivation	6/3/2020 10:58 PM
23	Nothing. Everything is good and everyone is doing a pretty good job	6/3/2020 9:56 PM
24	Nothing. I couldn't be happier with his hard work and tireless efforts on the part of our schools and community.	6/3/2020 9:54 PM
25	Finding unique ways of handling graduation activities, not just high school, but Oak too. I am a fun on Dr. Lizotte, but I don't think she was put in the right role to succeed and to take advantage of her skills to benefit the students, NOT the community.	6/3/2020 8:42 PM
26	Communication improvement. For example: Recent message of school buildings access for students to pick up any items left in the school. The message was sent to the parents only but not to the students. However, only the students knew if they left anything in the schools, not the parents. Therefore, there was a miscommunication. My son missed the last chance to pick up his good sneaker in the high school. I think there must be some other students who still left something in the school.	6/3/2020 8:17 PM
27	Higher expectations for students who are doing well with online schooling and could more.	6/3/2020 8:13 PM
28	I am not informed enough of the nuances of a superintendent's job to identify the areas of improvement.	6/3/2020 7:44 PM
29	Nothing that I see as of now. Great job!	6/3/2020 7:31 PM
30	It is very difficult subject, but if we could find more ways to increase our funds for school.	6/3/2020 6:57 PM
31	Identifying alternative sources of revenue to fund school budget.	6/3/2020 6:08 PM
32	Individualized communication with parents with significant concerns such as a child that has been bullied repeatedly.	6/3/2020 6:02 PM
33	NA	6/3/2020 5:49 PM
34	If remote learning is to continue in the fall, I would like to see more student interaction with their teachers via Zoom. Holding core academic classes for twenty minutes a week at the middle school level is not sufficient. I hope the summer allows time to prepare for what school will look like in the fall so that the academic program can be advanced at a pace more akin to what occurs when school is in session.	6/3/2020 5:23 PM
35	This will be a very difficult year for the school department so maintaining a level of support with faculty/staff will be instrumental.	6/3/2020 4:06 PM
36	proactive about alternate learning/ remote learning set up in future	6/3/2020 3:34 PM
37	Not sure	6/3/2020 3:29 PM
38	It's difficult to find fault, so the best I would say is to expand the evening parent education sessions. When we moved here, we attended them, and found them extremely beneficial in dealing with 21st Century teen issues. It's certainly a different age than our generation faced in the 1970s, 1980s, and 1990s.	6/3/2020 3:21 PM
39	I'm very pleased with the work Dr. Sawyer is doing as superintendent.	6/3/2020 3:17 PM

Parent/Community Feedback for the Superintendent – June 2020

40	In future months, how can parents and community help to restart the academic year. What preparation as a parent we should be thinking of? Please indicate. Thank you	6/3/2020 1:08 PM
41	I think he is doing an outstanding job.	6/3/2020 1:00 PM
42	Doing great..	6/3/2020 12:49 PM
43	Would love to see an email from him the day AFTER the school committee meetings that states what votes took place etc	6/3/2020 12:33 PM
44	I think there is no need to improve anything.	6/3/2020 12:30 PM
45	Dr. Sawyer, I imagine you're aware of what is happening in the country right now. Though the country is largely focused on the systematic racism in law enforcement, schools have been and currently are a major component of systematic racism as well. While many times, I've noticed that major events in the world have been integrated into the curriculum, I noticed that no statements have been made from the district about this issue and nothing has been integrated into any of my children's lesson plans. I think what we are experiencing is an important teaching opportunity, and I would love to see Shrewsbury Public Schools rise to that occasion with both a public statement as well as age appropriate material for each grade level about these issues. Thank you for your consideration, and for all the hard work that has obviously been put into the new remote learning curriculum.	6/3/2020 11:54 AM
46	I honestly don't have anything. We're very fortunate to have you, Dr. Sawyer !	6/3/2020 11:50 AM
47	Finding ways to make cuts in administrative/non-teaching positions to maintain/replace positions for those who work directly with students	6/3/2020 11:48 AM
48	Overall suggestion: When, God willing, we return in the fall, many students will need lots of reassurance and support.	6/3/2020 11:28 AM
49	There's always room for growth in everything we do	6/3/2020 10:48 AM
50	I can't think of any one item, he does a great job.	6/3/2020 10:23 AM
51	You have a lot of administrative support, but the positions/people are not making the impact one would expect with such specialized positions. The wellness position did not have a significant impact during this pandemic. One would expect that this person would have been in constant communication with resources for supporting our children and their mental health. The curriculum leader has well organized presentations, but her plan for instruction is so rigid that families (and I believe teachers) are not able to optimize learning. The financial position seems to all of a sudden be in a panic about the budget next year. We have heard little or nothing from the special education leader. I would like to see you reevaluate the people you have surrounded yourself with and ask them to reevaluate their performance. With so much support I hope that there will be improvements to benefit the children and the quality of their experience in Shrewsbury schools.	6/3/2020 8:43 AM
52	We have no problems, so far, so good.	6/3/2020 8:38 AM
53	Nothing	6/3/2020 8:24 AM
54	I honestly believe that he is doing the best he can through this pandemic and now that the entire state will be following guidelines from the commissioner regarding education, I know that Dr. Sawyer will continue to have students and his staff as his main priority and do what he thinks is best for the town.	6/3/2020 5:34 AM
55	Maybe more ties between the schools and the community. I know there are financial challenges and the schools will be asking for more from the community. Not sure if there can be more engagement between the schools and members of the community that don't still have children in the school system (sports events, volunteering, etc.).	6/3/2020 5:10 AM
56	Reply to emails!	6/2/2020 11:19 PM
57	How to convince our town committee for more budget	6/2/2020 11:05 PM
58	In general, in Shrewsbury school district I'd like to see more opportunities and options for students who have the ability to absorb more. This could span all aspects of learning- be it academics (in general) sports, music, science, arts etc. There needs to be certain thrust areas for the school district students so as to channelize their capabilities.	6/2/2020 10:48 PM

Parent/Community Feedback for the Superintendent – June 2020

59	Nothing that comes to me	6/2/2020 10:40 PM
60	Nothing comes to mind	6/2/2020 9:57 PM
61	creative ways to reduce the budget deficit.	6/2/2020 9:53 PM
62	I can't think of anything. I am very pleased with Dr. Sawyer's efforts on behalf of our schools.	6/2/2020 9:45 PM
63	Nothing, he's fantastic	6/2/2020 9:34 PM
64	None	6/2/2020 9:29 PM
65	The district is very top heavy. With such a budget deficit, I would much rather have more people working with children such as assistants, literacy tutors and adjustment counselors. There are a lot of administrators at the central office level as well as in some schools.	6/2/2020 8:39 PM
66	Maybe a way to align all the communications. There is the weekly superintendent email, principal email, teacher email, support/curriculum/health and wellness email/technology. No there is the weekly remote learning email as well. Maybe one email with links to the additional communications. Just a thought. Thank you for all that you do.	6/2/2020 8:07 PM
67	Plans for the upcoming school year and how as parents prepare our children. We need to know what safety measures will be implemented and keeping in mind especially pre schoolers and kindergarten students are going to struggle with new changes. We need guidelines as all children are different and may have special needs. Thank you very much for taking the time to read our concerns.	6/2/2020 7:58 PM
68	Nothing because things that need to change in our district are out of his control, such as money and services.	6/2/2020 7:51 PM
69	None	6/2/2020 7:22 PM
70	N/A	6/2/2020 6:48 PM
71	Quicker information flow to parents. (I know it is a town red tape thing)	6/2/2020 6:40 PM
72	?	6/2/2020 6:29 PM
73	None	6/2/2020 6:20 PM
74	So far so good.	6/2/2020 5:51 PM
75	SPS were very slow to start working with students in this pandemic situation. I believe , the teaching process could be organized much better . If the school is not going to start in person from September, teachers suppose to teach from any application(Zoom , Google etc), that will let them control the classroom in real time with the help of the educational slides and virtual whiteboards . Otherwise , we will loose a year in education, which is crucial! Superintendent suppose to organize all this process to the best of his knowledge and skills.	6/2/2020 5:50 PM
76	Rebuild your special ed team grades 9-12 or take a closer look at how their cases are being handled.	6/2/2020 5:48 PM
77	none	6/2/2020 5:43 PM
78	Pushing for school to resume in the fall. This remote learning is tough on students , parents and teachers. Children need to be in school.	6/2/2020 5:34 PM
79	Nothing	6/2/2020 5:14 PM
80	N/A	6/2/2020 5:11 PM
81	Get more federal funding	6/2/2020 5:09 PM
82	My opinion everything fine	6/2/2020 5:00 PM
83	Connections to students	6/2/2020 4:55 PM
84	It seems his mind is always made up and there is no debate. The school committee is a rubber stamp.	6/2/2020 4:49 PM
85	no suggestions.	6/2/2020 4:48 PM
86	N/A	6/2/2020 4:46 PM

Parent/Community Feedback for the Superintendent – June 2020

87	I can't think of anything	6/2/2020 4:43 PM
88	I would like to see the superintendent continue to remain transparent in his communications, especially in the areas of the new normal as it relates to Covid-19 precautions, budget planning, staffing cuts and the impact on Special Education.	6/2/2020 4:30 PM
89	Doing a great job in my opinion.	6/2/2020 4:15 PM
90	Honestly I can't think of anything at this time	6/2/2020 4:12 PM
91	Doing a great job.	6/2/2020 4:04 PM
92	Good Job	6/2/2020 3:41 PM
93	Some of the emails are lengthy, add a summery to the emails.	6/2/2020 3:39 PM
94	while we all have room for improvement, I cannot think of anything at this time.	6/2/2020 3:38 PM
95	I think you are doing a great job! We definitely need much more extended school care availability and options. Full day kindergarten for all ASAP!	6/2/2020 3:37 PM
96	Translated documents/notes	6/2/2020 3:37 PM
97	Nothing.	6/2/2020 3:28 PM
98	The abrupt transition to remote learning pointed out some weaknesses in the school's IT capabilities. I feel the staff and superintendent have done really well working with what they have. However, IT, is a critical area of concern for the coming years... It is a challenge to keep track of what is going on for my first and fifth grade children. I'm seeing info via my own email, smores and multiple channels of SeeSaw. I also have to check in on my fifth grader's school email and recently discovered there are other messaging tools in use by teachers. Please consolidate onto fewer software packages and if more than one software offers the same feature pick one and disable the feature in the other. I presume next year will include some level of remote learning. If that is the case, the school district should consider providing an orientation on the toolsets we have to support our children using and what's expected to be provided from home. Thank you.	6/2/2020 3:24 PM
99	More notice about school delays and closings	6/2/2020 3:11 PM
100	nothing	6/2/2020 3:11 PM
101	Keep up the great work	6/2/2020 3:09 PM
102	Not sure	6/2/2020 3:08 PM
103	Nothing... I think he is an amazing superintendent.	6/2/2020 2:38 PM
104	Accessibility? As a parent, I am not sure if invited or welcomed?	6/2/2020 2:30 PM
105	none	6/2/2020 2:27 PM
106	using our taxes fund for the schools and not on useless and unnecessary items	6/2/2020 2:26 PM
107	As the parent of two SHS alumni who no longer has as strong a stake in the strength of the public schools, I'm still interested in what's going on in the system. Therefore, I would welcome a monthly (or maybe quarterly) email outreach to keep us apprised of things, such as forums of community-wide interest, budget issues, or ways we might be able to help out the schools.	6/2/2020 2:08 PM
108	I am opposed to the heavy reliance all of the schools have only using Twitter send out updates. Other platforms such as Instagram can post updates that are shared between both Facebook, Twitter and Tumblr. I do not use Twitter and do not want to open yet another social media account in order to monitor public school announcements. If you use one, you should be cross posting to others.	6/2/2020 1:55 PM
109	Being guided more directly and openly by the community and school committee.	6/2/2020 1:29 PM
110	Nothing	6/2/2020 1:23 PM
111	It would please me greatly, as I am sure it would please others, that cuts be made from within the school department before the schools. If the school district is facing a much higher deficit now due to COVID, one or both of the assistant superintendent jobs needs to be cut. Other jobs	6/2/2020 1:18 PM

Parent/Community Feedback for the Superintendent – June 2020

such as the transportation & safety director or whatever he is should be cut before a teacher or a paraprofessional. Dr Sawyer should consider taking a pay cut as well. Even a 10% pay cut would make a difference in the budget. Bus fees are already being raised. Are you going to raise lunch prices next? Lunch is almost \$4 as it is. That is more than most people pay for a coffee. There are many other aspects of a budget that can be cut before teachers or sacrificing the needs of our students. Classes are getting bigger and bigger as Shrewsbury gets larger and larger. Kids are already falling through the cracks. Cutting teachers will only make this worse!

112	We receive good communication, more is never a bad idea!	6/2/2020 1:17 PM
113	NA; I hope that he knows he is deeply respected and has the support of many community constituents	6/2/2020 1:15 PM
114	to keep us inform on the summer programs and how next year may look for our students in schools	6/2/2020 1:11 PM
115	I think he's doing a great job- what worries me the most is the growing budget deficit.	6/2/2020 12:56 PM
116	I am not sure that I have items for improvement, not that I am stating perfection, either. I believe that we have a great leader with strong moral and educational character, and that character comes through in all aspects of the Shrewsbury Public Schools that I have been exposed to through this, the 3rd of my three children, last school year. Even in the midst of a worldwide health crisis and pandemic, Dr. Sawyer has been a source of caring, concerned leadership for students, families and the people of Shrewsbury. Thank You!	6/2/2020 12:53 PM
117	weeding out non-resident students. I know half dozen kids using relative address that are not residents. Maybe cross-reference to another data base - i.e. census. This may also help in the budgeting challenges.	6/2/2020 12:35 PM
118	I'd like to see the schools manage their off hours spaces as a source of revenue for the district. This would help a portion of the shortfall.	6/2/2020 12:31 PM
119	Making administration more lean - high level positions such as superintendent of community partnerships and superintendent of finance didn't exist just 5-10 years ago, neither did volunteer coordinator - more overhead at the top that should be spent directly on teachers or reducing fees.	6/2/2020 12:29 PM
120	Be sure to get some R&R. We need you for the long haul.	6/2/2020 12:28 PM
121	ramifications around budget issues are routine and seem "part of the game" of school budgeting	6/2/2020 12:24 PM
122	Hard to think about anything that can be improved, as our Superintendent always does excellent work on everything.	6/2/2020 12:23 PM
123	I'd like to see Dr. Sawyer get mad. Well, not really. But sometimes I'd like him to show more emotion, especially when he talks about the budget. While his ability to project calm is appreciated, sometimes more emotion is necessary. I recognize it's a fine line. But overall, I'm incredibly glad that Dr. Sawyer is steering this boat, especially during those times when it feels like a sinking ship.	6/2/2020 12:20 PM
124	Can't think of anything.	6/2/2020 12:16 PM
125	Making sure the children's voices are heard about any concerns they might have.	6/2/2020 12:01 PM
126	Target Shrewsbury School District to be in the top five if not the best school district in Massachusetts.	6/2/2020 12:00 PM
127	No comments at this time	6/2/2020 11:56 AM
128	Please continue with the same passion to serve the community.	6/2/2020 11:55 AM
129	Continue to work with the town to get the resources needed to support education. Create a plan that would reduce fees and increase taxes to support all departments in Shrewsbury.	6/2/2020 11:45 AM
130	I think you do a great job of outlining the budget constraints overall. It would be nice if there was a clear picture painted for the community about how the school district gets money (from taxes and from the state) and a timeline for that. For example, when we were waiting on Full Day kindergarten vs Half Day, we didn't get full day the first time around. At that time, it wasn't made clear that in May, the state hands out money and that status could change. Since half day was	6/2/2020 11:42 AM

Parent/Community Feedback for the Superintendent – June 2020

not a viable option for us, we committed to a private full day kindergarten and put down a deposit. We subsequently lost that deposit because we eventually got full day when the state gave out more money in May. If we had know that was even a possibility (not a guarantee) we would have waited to commit and not lost the \$70. My comments are more directed at clear, transparent communication of how and when money is dispersed by the town and the state than full day/half day kindergarten. It can help families with decision making.

131	Nothing that I can think of.	6/2/2020 11:39 AM
132	Nothing I have seen would require improvement. Joe does a great job under increasingly difficult conditions, particularly during this hell hole called 2020.	6/2/2020 11:35 AM
133	He really is fantastic.	6/2/2020 11:35 AM
134	During this challenging times, I would like him to focus on reinforcing the online learning for our students.	6/2/2020 11:32 AM
135	More team work	6/2/2020 11:31 AM
136	all is well	6/2/2020 11:26 AM
137	jokes :)	6/2/2020 11:25 AM
138	Speak more strongly on the current issues of intolerance, violence against communities of color, and the responsibility we have as a school district in correcting the inequities and racism in our community and beyond.	6/2/2020 11:21 AM
139	Nothing	6/2/2020 11:17 AM
140	I know senior parents expressed concerns that there was not communication easy enough about plans for seniors. So looking to designate groups to ensure classes are being Celebrated as they should be.	6/2/2020 11:10 AM
141	Transparency in decision making	6/2/2020 11:07 AM
142	Maybe at times a little defensive and not open to identifying weakness in the department.	6/2/2020 11:06 AM
143	Nothing comes to mind. We are very pleased with the school system.	6/2/2020 11:06 AM
144	Hmmm, nothing really	6/2/2020 11:04 AM
145	I would strongly ask for you to consider diversity in hiring new staff. Students will appreciate seeing educators from different races and ethnic backgrounds.	6/2/2020 10:59 AM
146	nothing	6/2/2020 10:53 AM
147	No improvements needed	6/2/2020 10:45 AM
148	In his interactions with me, there are no improvements.	6/2/2020 10:45 AM
149	Nothing. He is perfect.	6/2/2020 10:44 AM
150	His height	6/2/2020 10:42 AM
151	1. This feedback is more about the school district/SHS and not the superintendent. I would like the SHS to provide more capacity/seats in the cafeteria/commons area. the students do not have enough places to sit and eat lunch.	6/2/2020 10:40 AM
152	Nothing	6/2/2020 10:39 AM
153	Take a close look at all the high paying positions throughout the district and try to combine roles to save money. We need to get back to basics and spend money on the students not the administrators.	6/2/2020 10:35 AM
154	Compassion for students and families who are economically disadvantaged and those with special needs.	6/2/2020 10:31 AM
155	push community for more funding for schools.	6/2/2020 10:31 AM
156	So happy Dr. Sawyer is our superintendent.	6/2/2020 10:29 AM
157	I hope this superintendent is around for a long time.	6/2/2020 10:28 AM

Parent/Community Feedback for the Superintendent – June 2020

158	Taking more time for himself to relax!	6/2/2020 10:28 AM
159	perfectly fine	6/2/2020 10:27 AM
160	None	6/2/2020 10:15 AM
161	Re-evaluate the structure of the central administration team. There have been many positions added to the central office team which draw large salaries. Parents worked hard for the override and due to many circumstances (COVID being one factor) we are facing potentially larger class sizes and cuts to educational programming. This would be a shame and would not look good for future community support.	6/2/2020 10:14 AM
162	To improve overall school staff effective communication I believe lot of improvement required especially with technology tools.	6/2/2020 10:13 AM
163	I think it's time to retire and reevaluate your "Doctrine." I've never met somebody who refuses to answer emails and correct problems with his staff. Your staff is not always correct and the last time I checked we as the parents pay taxes which intern pay your salary. So if I feel that your staff is not acting accordingly I'm truly hope that you would take the measures that are needed instead of defending them especially when they're wrong. I think several staff members also need to stop down I think you need to also change your 10 out of 10 rating because it is clearly a three out of 10. You guys took racism towards my son and his diagnosis and refuse to work with him. And decided to have the town pay but I can only consider tends to thousands of I've never met somebody who refuses to answer emails incorrect problems with his staff. Your staff is not always correct and the last time I checked we have the parents pay taxes which in turn pay your salary. So if I feel that your staff is not acting accordingly I'm truly hope that you would take the measures that are needed instead of defending them especially when they're wrong. I think several staff members also need to step down I think you need to also change your 10 out of 10 rating because it is clearly a three out of 10. You guys took racism towards my son and his diagnosis and refused to work with him. And decided to have the town pay but I can only consider tennis the thousands of dollars just sent him to an alternative school which has done nothing to help him. Mr. Sawyer I surely hope that you take this in great consideration and step down as you were clearly unqualified for the job.	6/2/2020 10:07 AM
164	This is a difficult time, I our country's history. I think we are all doing our best considering the circumstances.	6/2/2020 10:05 AM
165	Give clear direction to the special education department. They not providing FAPE to students. Some feel like it is racist behavior, others feel it is preferential treatment. Information is not provided appropriately. It's understood that money is an issue but the constant obliterating of information and non admission that a child doesn't have his/her disability when one has all the information to support it makes the department appear surreptitious. You have a very unhappy community and this starts from the top.	6/2/2020 10:02 AM
166	Nothing—he's doing a superb job and I feel grateful to have him in Shrewsbury.	6/2/2020 10:01 AM
167	Honestly, I think he does a great job. His role is probably one of the toughest jobs a person can have and he does it well and fairly.	6/2/2020 10:00 AM
168	Nothing comes to mind	6/2/2020 9:48 AM
169	Putting future budgets (even more) in context of previous budgets (both proposed and actual).	6/2/2020 9:48 AM
170	Really at this point I don't see anything. He is doing an amazing job.	6/2/2020 9:42 AM
171	I cannot think of anything at this time.	6/2/2020 9:42 AM
172	We think Dr. Sawyer is doing a wonderful job!	6/2/2020 9:42 AM
173	I would like to continue to see good faculty hires at all of the schools.	6/2/2020 9:40 AM
174	ensure ongoing balance is maintained between administration and on-the-ground resources for our students	6/2/2020 9:36 AM
175	Support teachers and staff in creating equal education learning for all students.	6/2/2020 9:36 AM
176	More visits to our schools and more interaction with students from elementary schools and middle school.	6/2/2020 9:35 AM
177	I would like to see more action on finding budget solutions and less talk of crisis. There is only	6/2/2020 9:35 AM

Parent/Community Feedback for the Superintendent – June 2020

so many times you can cry wolf and have everyone believe you.

178	Provide more advance notice of school committee meetings as opposed to same day notice.	6/2/2020 9:35 AM
179	Nothing. He is doing the best he can.	6/2/2020 9:34 AM
180	N/A	6/2/2020 9:34 AM
181	Nothing at this time.	6/2/2020 9:33 AM
182	nothing comes to mind	6/2/2020 9:33 AM
183	Shrewsbury is lucky to have Joe as the head of our schools.	6/2/2020 9:30 AM
184	He's perfect! We are very happy to have Mr Sawyer as our superintendent.	6/2/2020 9:29 AM
185	Keep doing what he is currently doing. Thank you for your good work. We appreciate it.	6/2/2020 9:27 AM
186	Unsure.	6/2/2020 9:26 AM
187	No suggestions.	6/2/2020 9:25 AM
188	Pushing to create a more uniformed circulum. With 2 students in in the same grade I feel as though their work and what they are learn is completley different. (not during remote learning)	6/2/2020 9:24 AM
189	Pushing for community funding in schools with taxes rather than nickle and diming young families for everything to do with the schools.	6/2/2020 9:24 AM
190	Nothing, Joe has done an amazing job getting the schools through this difficult time. I'd like to see parents step up and tell him and the other school administrators what an amazing job they have done. I'm sure they face only people in the community that have issues. Thank you for all that you do !!!	6/2/2020 9:23 AM
191	Take time for yourself! Get more rest, take time to exercise daily, and continue to avoid the "naysayers". Please stay healthy for the betterment of Shrewsbury and your family. Thanks for being our wonderful educational leader! You are the best!!!	6/2/2020 9:21 AM
192	Nothing at this time. Thanks for reaching out for our opinions and observations.	6/2/2020 9:21 AM
193	Nothing, very effective in all areas	6/2/2020 9:19 AM
194	N/A	6/2/2020 9:19 AM
195	Nothing I can think of. I think he's doing a wonderful job. He is an asset to the community.	6/2/2020 9:17 AM
196	I can't think of any areas for improvement. Keep up the great work!	6/2/2020 9:17 AM
197	Remote Learning opportunities if this should happen again. There is no reason students can have a typical schedule like in school while being remote.	6/2/2020 9:15 AM
198	Nothing! I think you've done the best you can to communicate with families through email & video updates	6/2/2020 9:15 AM
199	To be a better communicator and more genuine. He seems to take himself too seriously and always complains about money.	6/2/2020 9:14 AM
200	He's doing an amazing job already 😊	6/2/2020 9:14 AM
201	n/a	6/2/2020 9:13 AM
202	Not sure at this time	6/2/2020 9:13 AM
203	Communicating what the next steps in opening school in the fall.	6/2/2020 9:13 AM
204	I would like to see more details in his synopsis of town meetings. I would like to see more online teaching durning remote learning.	6/2/2020 9:12 AM
205	Earlier communication for school committee meetings. Day before to allow for childcare. (Not as relevant now due to online meetings).	6/2/2020 9:10 AM
206	Communicate to Charlie Baker to let him know He Is a Failure.	6/2/2020 9:08 AM
207	You are doing a fantastic job!	6/2/2020 9:08 AM

Parent/Community Feedback for the Superintendent – June 2020

208	Going forward, more regular communication about plans for the fall, even if it's just to say there is no news. Silence makes it seem like no work is being done, which is probably the opposite of what is happening.	6/2/2020 9:05 AM
209	Our strengths are our weaknesses. Perhaps appearing more open to different ideas, or bringing people in earlier. At times it is as if we are asked for our opinion after a decision has already been made.	6/2/2020 9:01 AM
210	Nothing comes to mind.	6/2/2020 9:00 AM
211	Given the amount of rest his arm's had there's no reason he shouldn't be throwing BP for the SHS Baseball team next year!	6/2/2020 8:59 AM
212	Nothing. We are so fortunate to have him in Shrewsbury	6/2/2020 8:56 AM
213	N/A	6/2/2020 8:56 AM
214	In my view, Dr Sawyer is doing a great job!	6/2/2020 8:55 AM
215	Would love if you could create a vaccine for COVID.	6/2/2020 8:54 AM
216	I hope he is taking care of himself, I hope he isn't under undue amounts of stress during this very difficult time. Please take care Dr. Sawyer!	6/2/2020 8:54 AM
217	I would like to see him be more repressive to people's concerns, versus using that opportunity to push his own practices. In all communication with him I have never witnessed an acknowledgement of what other people are saying, only to support and defend his own policies and decisions. I absolutely think that he needs to work on listening and responding to parents concerns!!	6/2/2020 8:54 AM
218	I can't think of one thing!	6/2/2020 8:54 AM
219	Nothing comes to mind.	6/2/2020 8:53 AM
220	Being more transparent.	6/2/2020 8:53 AM
221	Try to promote more computer based courses for students. Introduction to coding etc	6/2/2020 8:52 AM
222	Keep up the good work and keep the community involved as you are doing. Thank you!	6/2/2020 8:50 AM
223	Nothing at this time, he is doing a very good job.	6/2/2020 8:49 AM
224	He's doing a great job in these unprecedented times.	6/2/2020 8:44 AM
225	Better manage leaders in the system. Students and teachers suffer when leadership is poor - especially leadership from principles. This situation is obvious to parents and others in certain schools (██████████ for example).	6/2/2020 8:43 AM
226	Na	6/2/2020 8:42 AM
227	amazing job! very happy to have him lead through this very difficult time.	6/2/2020 8:39 AM
228	Ways to convince the town that we need to raise our taxes in order to provide the proper funding for all of our schools.	6/2/2020 8:37 AM
229	n/a	6/2/2020 8:36 AM
230	Glowing reviews except for this one; I was disappointed in the interpretation of the school survey results. It appears most respondents gave good marks in the multiple-choice sections of the survey and strong improvement suggestions in the comments sections. The results reported totally relied upon the multiple-choice sections. In this regard the kind hearts of the Shrewsbury community came through and the construction of the survey questions provided a "false positive result". I feel the at home schooling program has significantly fallen short of what could have been a meaningful 4 months of school instruction. While recognizing my own duty as a parent, better structure of the virtual learning program should have been put into place. Students were asked to do a minimum of work and my perception is, the teaching staff as well. This was a clear miss. A risk assessment should be performed, and an action plan created to ensure future disruptions to the school calendar are fully covered from a virtual learning perspective. Our students have fallen behind and the fall on-campus school year is not promised. This is a critical undertaking in the weeks ahead.	6/2/2020 8:35 AM
231	I was not pleased with the Covid learning plan, I think it exposed weaknesses in our education	6/2/2020 8:35 AM

Parent/Community Feedback for the Superintendent – June 2020

system and I expected the school with a stronger response than sending out work for the kids to learn on their own (not referencing high school level).

232	I think he doing his best for our school's really very good superintendent	6/2/2020 8:32 AM
233	Nothing	6/2/2020 8:32 AM
234	Would like to see more pushback on reduction of courses for traditional students while special Ed students have seemingly unlimited resources to the detriment of the rest of the students. Based upon presentations, it seems like a large amount of resources are concentrated on a very small number of students, leaving the masses with a lower quality education.	6/2/2020 8:31 AM
235	Giving single working parents more advance notice for school closures	6/2/2020 8:30 AM
236	Less than impressed with some of his staff including principles and vice-principles. They tend to be dismissive and overly aggressive, setting a negative tone. Esp. [REDACTED].	6/2/2020 8:29 AM
237	Implement Principals and Leaders (assistant superintendents) from outside of Shrewsbury to foster a fresh vision, growth and a variety of new experiences for our students and Our schools.	6/2/2020 8:28 AM
238	The district is too too heavy. The assistant superintendents don't seem to add value. I'd love to see more resources to be sent directly to staff with direct contact with students.	6/2/2020 8:27 AM
239	Nothing comes to mind. Dr. Sawyer does a really great job as far as I can tell.	6/2/2020 8:26 AM
240	Online learning has to be fixed. I did not like how unprepared Shrewsbury Public Schools was when the pandemic hit. Very confusing time for all.	6/2/2020 8:24 AM
241	All good till now.	6/2/2020 8:24 AM
242	I don't know.	6/2/2020 8:23 AM
243	Can't think of anything—	6/2/2020 8:21 AM
244	Keep emails precise and bulleted so that it'll be quick to read	6/2/2020 8:20 AM
245	?	6/2/2020 8:19 AM
246	None, I feel much more informed than friends in other communities.	6/2/2020 8:19 AM
247	Nothing we're lucky we have him	6/2/2020 8:18 AM
248	Nothing. I hope Dt Sawyer knows that we appreciate all he does for our town. He has been a rock during this pandemic	6/2/2020 8:18 AM
249	Improve on budgeting. Tends to always go over budget allowance.	6/2/2020 8:14 AM
250	none	6/2/2020 8:12 AM
251	Every parent will appreciate if their kids studies or engaged in good way. Please increase that in Fall if it's going to be online.	6/2/2020 8:11 AM
252	There is nothing I can think of.	6/2/2020 8:10 AM
253	If Fall session is going to be online, I would greatly appreciate if Student's have proper At least 4 hours of classes and assignments like other school districts since shrewsbury School's are really good at technology and all students have iPads and WiFi.	6/2/2020 8:09 AM
254	Keep up the great work and thank you for all that you do	6/2/2020 8:08 AM
255	Stronger leadership in remote learning. It has been very lacking for my child's education.	6/2/2020 8:08 AM
256	none	6/2/2020 8:07 AM
257	For High School students, don't forget that there are more than graduating Seniors that may want to say goodbye to this year.	6/2/2020 8:03 AM
258	Can't think of any	6/2/2020 8:03 AM
259	nothing that I know of	6/2/2020 8:01 AM
260	continue to do as he has been	6/2/2020 8:01 AM
261	n/a	6/2/2020 8:01 AM

Parent/Community Feedback for the Superintendent – June 2020

262	Nothing to share at this time. Thank you.	6/2/2020 8:00 AM
263	Superintendent is doing fabulous job! Nothing to improve upon!	6/2/2020 7:59 AM
264	N/A	6/2/2020 7:59 AM
265	My ONLYcritique would be around the arrangements for graduation/ end of year awards (SHS and Oak). Making clearer the PATHWAY/ timelines to communicate the decisions (even where the details were yet unclear) would have helped people understand better. Tough year for class of 2020 and some people will only get one go around to celebrate this so I think more weight should have been placed on coordinated comms..	6/2/2020 7:58 AM
266	I don't have anything to add	6/2/2020 7:58 AM
267	Nothing. He's already great!	6/2/2020 7:57 AM
268	Redundancy of communication with building administrators.	6/2/2020 7:55 AM
269	Too much top heavy admin in school department. They need to be removed. Not sure why we have a wellness administration department that sends out emails with links during covid and did no town unity for seniors. No school spirit at all. Easy way out to send emails. Did not care about the community as a whole. Other schools/administrators absolutely did across the country. Too much administrative in this school department.	6/2/2020 7:55 AM
270	Keep doing what he's doing.	6/2/2020 7:55 AM
271	N/a	6/2/2020 7:55 AM
272	I would like to feel like parents are more involved in the decisions on whether school should shut down and/or re-open. Aside from the COVID-19 situation, it seems the school district shuts down all too often for minor weather related reasons, and how those shut down decisions are made are not transparent. Now that we are facing a pandemic with serious consequences on either side of the re-open/shut-down scenario, I would like to have more involvement in these decisions so it's not a repeat of how it feels when other school closure decisions are made.	6/2/2020 7:55 AM
273	The teachers and support staff you hire are the best in the world. Continue to treat them like gold, because they deserve it.	6/2/2020 7:52 AM
274	Nothing, great Job!	6/2/2020 7:50 AM
275	Nothing. It would be great if he had a larger budget to work with.	6/2/2020 7:47 AM
276	N/A	6/2/2020 7:46 AM
277	This online learning is extremely challenging, for all. The teachers aren't teaching; they are assigning work and following up on whether or not it was completed. If some version of online learning is going to continue, there has to be more teaching and engagement. Also, please let students who are struggling with the lack of structure return to school first if there has to be a choice around who can return when. A very difficult situation to lead through....thank you for your leadership during this time.	6/2/2020 7:46 AM
278	Showcasing smaller wins by students that struggle. I'm tired of hearing about all the overachievers. My kids struggle and when they have a win we make sure to make them feel good about it. Would be great for the school to see those wins as well.	6/2/2020 7:45 AM
279	Not applicable	6/2/2020 7:45 AM
280	More innovative approach to class sizing, funding ideas etc	6/2/2020 7:44 AM
281	Implement more remote learning sessions. I see the teachers give homework and maybe 1 hour a week with the students. Why not have online classes that reflect school hours?	6/2/2020 7:44 AM
282	Collaboration and improve participation of individuals from representation from socioeconomic and diverse background.	6/2/2020 7:42 AM
283	Nothing. He is well a qualified and practical person to do the job.	6/2/2020 7:41 AM
284	Being more forward thinking. ESP for HS students. In light of all that has happened, be planning NOW for how to continue with Online education. Not for just pandemic situations but also for snow days, etc. Honeslty, the HS students are just existing and not really learning.	6/2/2020 7:41 AM

Parent/Community Feedback for the Superintendent – June 2020

MANY other school systems across US are better prepared based on past issues, we can learn from them NJ has a great system for K-12 learning for online due to the hurricanes.

285	As I have transitioned from a parent in the SPS to a parent in the community, one item I would like to see improved on is the school budget process. It seems every year there is a need to increase the budget. I get the limited control over fixed costs and the increases that naturally occur in those spaces. I am all for spending tax monies spent on education, it would be appreciated if the budget process worked with a goal of being creative to keep costs down.	6/2/2020 7:41 AM
286	Smile more	6/2/2020 7:34 AM
287	I don't have enough information to give an honest assessment in regards to this question.	6/2/2020 7:33 AM
288	How to use online classes on snow days instead of closing schools	6/2/2020 7:32 AM
289	Actually addressing with actions, the issues he does not see, and which have to be pointed out to him by others. Be less of a know-it-all.	6/2/2020 7:31 AM
290	Listening more to the students. Dealing with overcrowding and the students not getting the classes they need and want to make a good high school experience. Not so focused on sports.	6/2/2020 7:31 AM
291	While I appreciate the commitment the SPS has to providing an excellent education to each and every student, I would appreciate the Superintendent working to find ways to have more hands in the schools working directly with the students. I completely understand the roles of our Assistant Superintendents, but having 4 has created an impression of being too top heavy while taking away professionals in the school building. Perhaps having labeled these as director positions would have saved some salary space in the budget, and would have led to a more favorable view of our district administrative team rather than questions as to why we have so many assistants. As we move forward with such dire budget issues I hope Dr. Sawyer can have honest discussions about this and how to readjust moving forward.	6/2/2020 7:29 AM
292	-	6/2/2020 7:29 AM
293	NA	6/2/2020 7:28 AM
294	I think you need a catchphrase. Specifically, I think you should end every conversation with "I'm Joe Sawyer, superintendent of COOL" and then put a pair of sunglasses on and walk away. The sunglasses are really going to be a key element to making this work so you're going to need to start carrying a good, sturdy, dark pair with you at all times. However, that's a pretty small price to basically guarantee you are re-appointed. You're welcome.	6/2/2020 7:28 AM
295	none	6/2/2020 7:26 AM
296	n/a	6/2/2020 7:26 AM
297	N/A	6/2/2020 7:25 AM
298	As a Superintendent, you should be more transparent with parents when a situation is brought to your attention and ensure a resolution. Principals should be more involved with the student body, not just administrative figure heads. There is a disconnect between the Principals in our schools and the student body. Our schools lack leadership. Assistant Principals are seen as disciplinarians, while Principles are seen as not involved day to day. I have watched 2 Principals, in 2 different schools, over a 2 year period, never meet my child, or even know her name.	6/2/2020 7:24 AM
299	I'd like more money dedicated to classrooms (Teachers, programs, etc.) and less to administration.	6/2/2020 7:24 AM
300	Provide some information on what to expect this fall.	6/2/2020 7:24 AM
301	Information shared with parents should also be shared with high school students at the same time regarding covid and other info that directly affects them. Maybe sometime Oak students too. My HS student was very upset about this.	6/2/2020 7:22 AM
302	Quality of education, It needs to be competitive. Superintendent needs more focus on to improve the skills of teachers who can better teach students their subjects properly. It seems more of words than action	6/2/2020 7:22 AM
303	Nothing really, I think Shrewsbury really has an excellent superintendent at this time	6/2/2020 7:20 AM
304	100% pleased	6/2/2020 7:19 AM

Parent/Community Feedback for the Superintendent – June 2020

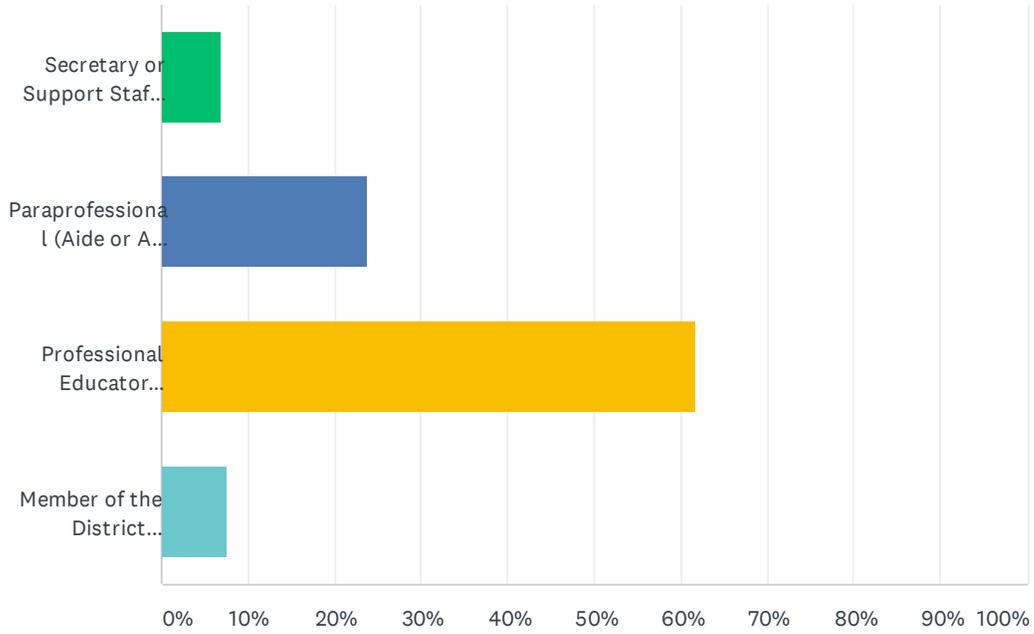
305	Helpful to include more in communication such as why curriculums were not started for several weeks due to states laws.	6/2/2020 7:18 AM
306	Generally very happy with superintendent.	6/2/2020 7:17 AM
307	None	6/2/2020 7:13 AM
308	I have no opinion here.	6/2/2020 7:13 AM
309	He can work on being transparent about his plans for summer education regarding special needs children.	6/2/2020 7:13 AM
310	Nothing	6/2/2020 7:12 AM
311	Would like more meetings with parents to hear our concerns about what needs attention improvement in the schools	6/2/2020 7:12 AM
312	Budget issues, particularly at the top. I don't see the need for all the assistant Superintendent positions. The latest of which is totally useless and unnecessary.	6/2/2020 7:11 AM
313	Thank you Joe!	6/2/2020 7:09 AM
314	N/A	6/2/2020 7:09 AM
315	He could have taken a quicker initiative to begin remote learning as many of our neighboring communities did as soon as schools were closed. It took too long to implement a plan to continue to give the kids the education they needed to maintain. I understand that there are families that need food and don't have access to internet etc. but what about the families that do have internet access? Why did those kids' education have to suffer? Weeks go by and all he does is talk about food at St Anne's and he's working on a plan for remote learning!! Weeks go by!! Why are other towns able to get things up and running and Shrewsbury's is still trying to come up with a plan? I hope he can get his act together for the upcoming school year! I will be irate if I'm going to be given a run around when September comes and they are still trying to "figure things out"! Also, many other neighboring towns have their kids the opportunity to learn NEW concepts and continued their education, whereas my kids just kept repeating the same things over week by week with very little change in the online curriculum! Shrewsbury's full of bright kids eager to learn and parents that fully support their kids, but the way things have been handled has been a disservice to the kids and parents! I hope things change for Fall and if that means we need a new superintendent then so be it! I would hate to have to leave this Shrewsbury public school system and go elsewhere but I may have no choice if my kids' Education is on the line!	6/2/2020 7:07 AM
316	Doing great already	6/2/2020 7:07 AM
317	The things that need to be improved are out of his control - budget, getting kids back in school	6/2/2020 7:06 AM
318	I do not have any specific improvements. I think you are a learner so expect your ideas about things to change and don't feel bad about that.	6/2/2020 7:06 AM
319	Identifying students that did not have internet access and/or devices during this pandemic and providing them with these tools now for online schooling was great, but wondering how these gaps were not on the radar prior to the pandemic. I understand younger children are not required to use devices in school, but I still feel that the school administrators should already have had an idea of what students fell into this category.	6/2/2020 7:06 AM
320	making communications brief and accessible to the entire community	6/2/2020 7:06 AM
321	I can not think of anything Dr Sawyer should improve upon	6/2/2020 7:03 AM
322	As I have stated in the past, Mr Sawyer is too rigid and dry. We need someone who has more emotion and creative thinking skills. From where I sit, he waits for others to make a decision or suggestion before doing anything. I don't see him being proactive and going out on a limb for anything, more reactive. His speeches are dry and monotone so for me, they get easily tuned out. I also feel he praises the same things each time when there are so many other things I am sure he could praise. Just like many in this town, he also has a favorite group of "people" and his tweets reflect that. I personally would like to see us really consider replacing Mr Sawyer with someone new, someone with a fresh perspective and new ideas. We need someone that is future thinking, not Mr Sawyer who I thinks always look to do things the way they have always been.	6/2/2020 7:02 AM

Parent/Community Feedback for the Superintendent – June 2020

323	I would like to know more about what the town can do to support the schools. I understand we can't raise taxes every year, but I believe there has to be a plan to support our schools, and if tax increases are the only way to meet our education goals, then I would like to hear about these options. Thank you for all of your work!	6/2/2020 7:00 AM
324	Nothing to report at this time.	6/2/2020 6:59 AM
325	I think he's doing a great job	6/2/2020 6:58 AM
326	Budgeting. It saddens me to know that even before the pandemic, we were in a deficit. Our children need more, yet more and more is being cut.	6/2/2020 6:57 AM
327	Sometimes, despite the financial (or pandemic) gloom, parents need to hear more of "everything will be ok." Yes, there are major financial concerns, but we also need to hear (more of) the good. Sometimes when listening to reports, everything sounds dire. We need to know our superintendent is confident despite it. Without being false, we need to hear it will be ok.	6/2/2020 6:56 AM
328	Nothing	6/2/2020 6:56 AM
329	nothing for now	6/2/2020 6:55 AM
330	Quicker reactions	6/2/2020 6:54 AM
331	No suggestions here. Joe does a great job and always seems to strike the right balance on difficult issues and topics.	6/2/2020 6:53 AM
332	Quit, Retire early. Work part time at McDonalds	6/2/2020 6:53 AM
333	N/A.	6/2/2020 6:52 AM
334	take even more chances with pilot programs, expanding the pace of innovation in the school district.	6/2/2020 6:52 AM
335	Innovation and strategic planning	6/2/2020 6:52 AM
336	Nothing he already is doing a great job.	6/2/2020 6:51 AM
337	I would like him to continue moving away from standardized testing and toward the ideals defined in the Portrait of a Graduate.	6/2/2020 6:50 AM
338	Highly satisfied with current performance	6/2/2020 6:50 AM
339	NA	6/2/2020 6:49 AM

Q1 I am a:

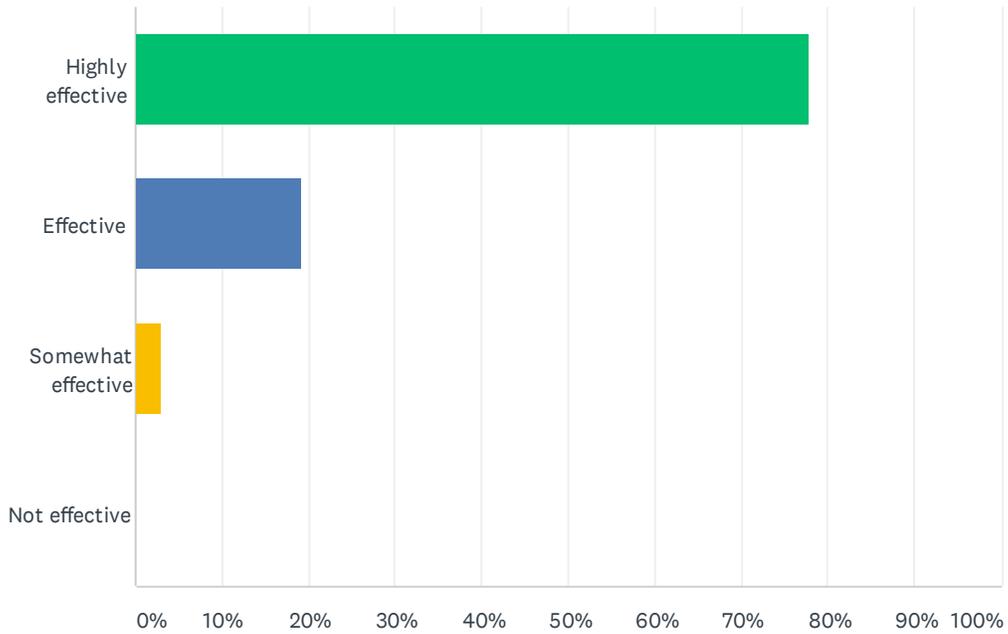
Answered: 348 Skipped: 0



ANSWER CHOICES	RESPONSES	
Secretary or Support Staff Member (IT, Extended School Care, etc.)	6.90%	24
Paraprofessional (Aide or ABA Tech in SPA)	23.85%	83
Professional Educator (Teacher or Specialist in SEA Unit A)	61.78%	215
Member of the District Leadership Team	7.47%	26
TOTAL		348

Q2 Please rate the quality of the superintendent's communication.

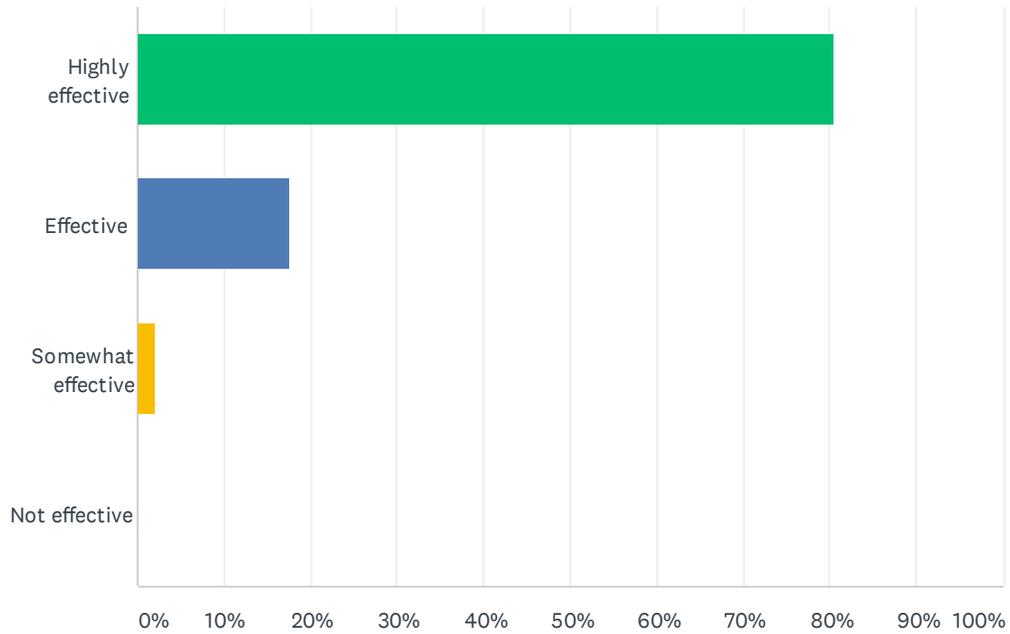
Answered: 348 Skipped: 0



ANSWER CHOICES	RESPONSES	
Highly effective	77.87%	271
Effective	19.25%	67
Somewhat effective	2.87%	10
Not effective	0.00%	0
TOTAL		348

Q3 Please rate the quality of the superintendent's leadership.

Answered: 348 Skipped: 0



ANSWER CHOICES	RESPONSES	
Highly effective	80.46%	280
Effective	17.53%	61
Somewhat effective	2.01%	7
Not effective	0.00%	0
TOTAL		348

Q4 What do you see as the superintendent's strengths?

Answered: 301 Skipped: 47

Staff Feedback for the Superintendent – June 2020

#	RESPONSES	DATE
1	Communication and accessibility	6/5/2020 2:15 PM
2	Joe is a global thinker who is able to multitask and look at situations from different angles, anticipating the effects of decisions and communications. He is thoughtful in his approach and is open to feedback. His management of the current unprecedented pandemic situation and its far reaching impacts on our community and the education of our students has been impressive to witness.	6/5/2020 1:24 PM
3	Strong communication skills	6/5/2020 12:01 PM
4	Informative, well spoken and effective communicator. Very encouraging and supportive despite our current situation	6/5/2020 10:52 AM
5	Especially at the start when we were all anxious about what our next steps were, communications reflected an attitude of "we've got this" and left many of us feeling like there was a captain at the helm steering us in the best direction for families and for teachers.	6/5/2020 10:47 AM
6	Joe you always have the best interest of our students and our community at the forefront of every decision. You do not take serious decisions lightly and we know that you always "have our backs." Especially in times of crisis, we are proud to have you as our leader and the face that represents our school district.	6/5/2020 10:21 AM
7	Communication, thoughtfulness, calm; put people first throughout this strange process and has the ability to be empathetic when communicating difficult information. Is transparent with information. Also allowed school teams to do what was best for their students within a cohesive model across the district.	6/5/2020 9:20 AM
8	Kindness in all that you do. Always working hard to make the schools in Shrewsbury the best! And sometimes pretty funny!!	6/5/2020 8:58 AM
9	The fact that you do not knee jerk to make decisions. Your plans for our school department are well thought out, and you keep your staff well informed. Over the years, you have let your compassion for staff and situations shine through. Your sense of humor.	6/5/2020 7:43 AM
10	Moral compass, willingness to take risks, humility	6/4/2020 11:59 PM
11	Dr. Sawyer's strengths are strong leadership and team building, excellent communication skills, management of operations of a large district, listens to Administrators and Teachers/Staff, advocate for students. We are so lucky to have you Dr. Sawyer! I appreciate all you continue to do to make this a great school District!	6/4/2020 8:48 PM
12	Thoughtful and timely communication; exemplary and decisive leadership in unprecedented times; blazing new, safe, effective education trails without a road map; compassion; fairness; articulate; sense of humor	6/4/2020 5:40 PM
13	Thorough, thoughtful, fair decision making. Effective, up to date, honest communication.	6/4/2020 1:43 PM
14	- he asks for input - communicates regularly and very effectively - is visible in the schools - is approachable	6/4/2020 1:13 PM
15	Communication, sense of humor, kindness, honesty	6/4/2020 1:11 PM
16	I really appreciate the time you take to thoughtfully make changes as necessary, especially during this difficult time. It is very apparent that you care immensely about the well-being of our students and staff. Thank you for all that you do!	6/4/2020 12:26 PM
17	You provide regular communication, you are organized, you are knowledgeable and you are in charge.	6/4/2020 11:51 AM
18	He is a good communicator who is honest and sincere. I always feel that he means what he says/writes.	6/4/2020 10:13 AM
19	Regular updates, genuine concern for our students	6/4/2020 8:29 AM
20	Communication and willingness to listen.	6/4/2020 8:27 AM
21	Great communication, empathy, realism - thanks for supporting us during this time!!!	6/4/2020 7:47 AM
22	Good communication	6/4/2020 7:12 AM

Staff Feedback for the Superintendent – June 2020

23	Communication - although it has always been true, it has been clearly evident during our remote learning time. I appreciate the clear, frequent communication.	6/4/2020 6:07 AM
24	One strength is that he is transparent and approachable.	6/3/2020 10:19 PM
25	Clear communication Thorough Careful Sees the big picture	6/3/2020 8:40 PM
26	I appreciate how you support staff members and encourage us to keep going and doing what we do best. This has been a challenging time for everyone and I truly appreciate knowing that I am making a difference. Thank you!	6/3/2020 7:57 PM
27	Leadership and communication to parents and staff. **Love your last item on the school committee agendas.	6/3/2020 7:47 PM
28	I believe you try to be as transparent as possible.	6/3/2020 6:16 PM
29	Core values Courage Consistency w/ communication, meetings, etc. High expectations for students and educators Professional knowledge Responsiveness - always available when you need him Competence	6/3/2020 6:05 PM
30	*Strong communicator *Tackles tough issues head on and doesn't gloss over things. * Encourages staff to be reflective educators and to question when things need to be fixed * Challenges staff to be better - to improve their practice not just to be "positive" * Accepts feedback and adjusts his practice	6/3/2020 5:35 PM
31	Communication for sure! Honesty, transparency, integrity and some "dumb dad jokes" thrown in.	6/3/2020 5:32 PM
32	Strong, intelligent, well spoken, well written, invested, engaged, compassionate and even witty. I feel safe knowing he always has our best interest at heart and extremely honored and proud to be part of his team.	6/3/2020 4:07 PM
33	Relying on our core values when making difficult decisions.	6/3/2020 3:52 PM
34	Communication as needed: infrequent during most of year, more frequent and supportive during pandemic; numbering items on communications; supportive messages for staff; working with different entities (admin, staff, union) to develop plans that fit entire district; humor.	6/3/2020 3:14 PM
35	Communication, thoughtful consideration before action, trusting the people charged with leadership.	6/3/2020 3:01 PM
36	Writes thorough emails.	6/3/2020 1:33 PM
37	Joe is an amazing leader. No matter what the circumstance, Joe handles it with amazing grace and professionalism. I just finished reading his email regarding the current issues our society is facing and am inspired by his words. He, simply put, is the definition of a leader. Thank you for all you do.	6/3/2020 1:27 PM
38	Communication	6/3/2020 1:26 PM
39	Clear communication Ability to see, articulate, and explain challenges Visibility in schools	6/3/2020 1:11 PM
40	Dr. Sawyer does a phenomenal job of leading this district and building a school community (students, faculty, parents, district administration, etc.) of cooperation, kindness, hard work, and all of the other attributes listed in the "Portrait of a Graduate." I was ecstatic to join this district when I first got hired, and I still feel that way today. Moreover, I believe that this is in large part because of the philosophies, beliefs, and messages that Dr. Sawyer actively promotes at all levels of the district.	6/3/2020 12:48 PM
41	He is a humble guy and very compassionate.	6/3/2020 12:40 PM
42	Conveying clear messages and strong presence during this crisis	6/3/2020 11:43 AM
43	You have handled these situations as well as anyone could. You have handled the criticism that the district has faced very diplomatically and calmly, and you have been prompt and clear in the districts responses.	6/3/2020 11:38 AM
44	I appreciate your judicious decision making in the face of uncertainty throughout this situation.	6/3/2020 11:33 AM
45	Strong leader with good sound judgement and intelligence. He is an excellent communicator to both staff and parents	6/3/2020 11:31 AM

Staff Feedback for the Superintendent – June 2020

46	clear, concise communication	6/3/2020 11:00 AM
47	commitment, communication, professionalism	6/3/2020 10:54 AM
48	Regular communication with faculty and community. Very visible.	6/3/2020 10:45 AM
49	Acknowledgement of the hard work done by staff by simple emails at key times.	6/3/2020 10:19 AM
50	Very organized and reflective with decision making	6/3/2020 10:17 AM
51	Thoughtful in decision-making and takes the time to communicate why decisions are being made Makes decisions that consider the needs of the students in the district.	6/3/2020 10:14 AM
52	Addresses issues quickly and takes the time needed to make appropriate/well-thoughtout decisions. Connects well with his staff and the community - is a "real" person.	6/3/2020 9:56 AM
53	He seems to really care about the students in our district.	6/3/2020 9:48 AM
54	His responsiveness He keeps us connected and updated open to suggestions, ideas	6/3/2020 9:10 AM
55	Everytime I see a communication from you, I feel so lucky that we have you as the head of our district. The care and thought you put into ever communication is apparent, and I truly believe that you have everyone's best interest at heart, from students, to teachers, to the community at large. I appreciate that you treat your teachers as professionals, and communications are frank and informative.	6/3/2020 9:07 AM
56	Staying open, honest, and human while still being extremely informative, and not keeping staff/families in the dark has been invaluable during this time (and always). The transparency of communication to staff during this time was the best it could be in my mind. There was/is a culture during this pandemic of it being a clear team effort. As an aside, I've just had a chance to look through the Senior Recognition Schedule and I think what has been planned is perfect. It's thoughtful, safe, and shows how much SPS cares about our students.	6/3/2020 8:40 AM
57	Communication and leadership.	6/3/2020 8:13 AM
58	Dr. Sawyer is a strong leader who genuinely cares for his District employees and students. He is transparent and fair, thoughtful when making decisions, and leads by example.	6/3/2020 8:05 AM
59	Dr. Sawyer does a wonderful job collaborating with his peers, listening to the concerns that are presented, and spending time formulating a course of action. Every decision, big or small, has a well thought out response that keeps the interest of our community as top priority.	6/3/2020 7:42 AM
60	Communication, especially during the recent crisis	6/3/2020 6:57 AM
61	Dr. Sawyer listens to his community. He hears parents, staff, students and weighs all sides before making decisions for our district. He has advocated for my position during this pandemic and fought to keep my salary. I am very grateful for this.	6/3/2020 5:44 AM
62	The thoughtfulness with which you approach new challenges	6/2/2020 11:44 PM
63	Compassionate, empathetic, has a good handle on what is most important for supporting our students and their families. Good sense of humor too.	6/2/2020 11:24 PM
64	Provides information about school policies immediately when necessary.	6/2/2020 10:22 PM
65	transparent, caring, honest, thoughtful	6/2/2020 10:17 PM
66	Knowledgeable Reliable Deliberate Sincere	6/2/2020 9:13 PM
67	Clear communication. Dedication to the teachers, students, and community he serves.	6/2/2020 8:58 PM
68	Communication; Vision	6/2/2020 8:52 PM
69	He quickly responds to any situation that arises.	6/2/2020 8:35 PM
70	Joe leads by example and works to provide clear expectations for where the district is going.	6/2/2020 8:29 PM
71	Ability to communicate with others	6/2/2020 7:51 PM
72	He does an excellent job of navigating the layers of state and federal regulations, specifically around budgetary issues. He is a consistent advocate for increased funding to support the needs of learners. The plans he and his team present are almost always well-thought-out and	6/2/2020 7:46 PM

Staff Feedback for the Superintendent – June 2020

meticulously planned. I appreciate the tremendous time and effort he has put into the work of remote/crisis learning.

73	Communication, compassion and calm and effective leadership throughout this whole pandemic experience. I am also a parent of children in this school system and I am so proud and grateful for your decisive action while taking into account countless factors. Thank you for your careful guidance—we are so fortunate to have you at the helm.	6/2/2020 7:45 PM
74	I wholeheartedly believe that we are lucky Dr. Sawyer is our district's leader. He is committed to making our district the best that it can be for our students. Especially during these times I greatly appreciate his dedication, compassion and honesty. I can't imagine how hard he is working, especially now. Just as he consistently thanks us for our work, we owe him great thanks! I hope he can sense the gratitude we feel and the respect we hold for all that he does for the staff, the students and the community.	6/2/2020 6:24 PM
75	Communication is efficient, clear, and productive	6/2/2020 5:46 PM
76	intelligence, thoughtfully deliberative	6/2/2020 5:10 PM
77	Honest, but empathic in communications; Doesn't hide the hard truths, but is still able to keep our school community feeling united and working towards common goals.	6/2/2020 4:50 PM
78	I've always felt as though he genuinely recognizes and appreciates the work I do. I also feel that he develops a relationship with everyone, regardless of their position.	6/2/2020 4:17 PM
79	Dr. Sawyer communicated frequently and honestly. He demonstrates his trust in the SPS staff, which is communicated for the community to see, which really makes me feel supported and appreciated!	6/2/2020 4:03 PM
80	Calm - clear - pro-active - realistic - great sense of humor!	6/2/2020 3:57 PM
81	Decisiveness. Confidence. Transparency. Empathy. Timely placed humor :)	6/2/2020 3:40 PM
82	He is straight forward and transparent in his communications.	6/2/2020 3:40 PM
83	Dr. Sawyer consistently provides both staff and families with detailed information about district policies and decisions. He has developed a good relationship with the school committee .	6/2/2020 3:28 PM
84	Joe is a strong leader who conveys that he strongly believes in the educators and students of SPS. As a parent and an educator, he understands first-hand the complexities that students, teachers, and families manage, and this enables him to make balanced decisions that consider the impact on all members of the SPS community.	6/2/2020 3:19 PM
85	Communicating both verbally and through writing. Leaning on other administrators.	6/2/2020 3:16 PM
86	The superintendent has demonstrated great leadership during these unprecedented times.	6/2/2020 3:07 PM
87	THE communication piece has been very detailed and complete. I liked how questions were always addressed even if the answers were still set in stone--it helped to know that questions that we had were being considered and thought about.	6/2/2020 3:05 PM
88	Communication	6/2/2020 2:46 PM
89	Clear and effective communication during Covid-19.Helped most of the people to challenge themselves to be creative and created opportunities for paraprofessionals to get involved and gave a feel of belonging in this critical times.	6/2/2020 2:36 PM
90	Communication	6/2/2020 2:15 PM
91	Overall, dealing with the crazy time of the pandemic has been good from the beginning.	6/2/2020 2:15 PM
92	The communication to families regarding how our school district was handling the school closure was excellent. You helped lead a strong plan where in my opinion teachers had support and didn't feel alone in their efforts to continue our work with students.	6/2/2020 1:56 PM
93	Regular and timely communication on all topics.	6/2/2020 1:46 PM
94	I see the superintendent's strengths are Leadership, passionate about his job, and keeps his community informed about the events.	6/2/2020 1:18 PM
95	You communicate on a regular basis and are transparent with budget issues. You are empathetic with teachers' struggles with remote learning, but also push us to be better	6/2/2020 1:08 PM

Staff Feedback for the Superintendent – June 2020

	educators	
96	Super professional and always tries his best to make the right decisions for the district.	6/2/2020 1:07 PM
97	Quickly identifies situations Relays information using many media methods Makes sure the information is understandable No matter how difficult the situation allows his humanity to show Includes a bit of humor where appropriate	6/2/2020 12:58 PM
98	Firstly, Dr. Sawyer is transparent in that he makes us feel as though he's communicating decisions and info as soon as he gets it - key during this difficult time! Also, he's empathetic, and makes everyone feel valued/heard. Finally, I really liked the new video component to his messages! Somedays, I'm so exhausted by the time those messages come in, that I listen to his video as I'm cooking dinner-- makes it much more accessible! (: I am proud to work in his district!	6/2/2020 12:49 PM
99	Dr. Sawyer pulled the immediate leadership team together, adding additional members who play critical roles (nursing and IT) and instituting daily meetings for COLT and additional meetings for other groups. These meetings served as a basis for team building, cross team collaboration, and empathy for each other's challenges. Dr. Sawyer has the ability to make sense of a myriad of detail and signal direction forward. He had more of a sense of purpose than sometimes seemed to be coming from state or federal officials. He did not make snap decisions but weighed information thoughtfully, He is a strong leader in that he can stand firm until an answer reveals itself. He demonstrated empathy towards staff and leadership.	6/2/2020 12:44 PM
100	Open and honest communication with staff.	6/2/2020 12:40 PM
101	You are personable, fair, approachable and care for students and staff alike.	6/2/2020 12:32 PM
102	Dr. Sawyer articulates a clear vision, communicates frequently and clearly with SPS employees and Shrewsbury community, and is friendly and approachable.	6/2/2020 12:27 PM
103	First and foremost he cares about his students, faculty and families. He's organized and a good listener.	6/2/2020 12:12 PM
104	Strong, consistent communication	6/2/2020 12:08 PM
105	always tries, acknowledges struggles, inserts humor in messages which I so appreciate. God knows we need a good laugh!	6/2/2020 12:05 PM
106	During this pandemic there was great communication.	6/2/2020 11:58 AM
107	Leadership, communication and responsibility. I was particularly happy to see you respond to the parents who accused the you and Todd of "washing your hands" of the seniors. Anyone with a modicum of sense can see this was an outrageous statement to make. I am glad you did not let it go unchecked and stood up for yourself and Todd.	6/2/2020 11:54 AM
108	Communication, common sense, organization, leadership	6/2/2020 11:40 AM
109	Dr. Sawyer's strengths are his strong leadership skills and effective communication with all members of our schools and the community. I have great appreciation and admiration for Dr.Sawyer and his administration as they led us through this pandemic.I feel he values all educators to work together to bring out the best in each other and our students.	6/2/2020 11:38 AM
110	Communication and compassion	6/2/2020 11:32 AM
111	Advocating for our students and budget needs. Recognizing our hard work publically. Communicating current events in the district.	6/2/2020 11:29 AM
112	thoughtful, planner, impartial	6/2/2020 11:27 AM
113	Commitment to the students, staff and community, communication, knowledge, leadership, active presence at school events	6/2/2020 11:27 AM
114	strong leadership and a great communicator, insightful, decisive , caring, sense of humor	6/2/2020 11:18 AM
115	Personable, caring, strategic	6/2/2020 11:17 AM
116	Communication & inclusion.	6/2/2020 11:16 AM
117	Being steadfast and reassuring. I know the superintendent is in a really difficult spot with everything that's going on, and I am a teacher who could definitely lose their job, but I think Dr.	6/2/2020 11:12 AM

Staff Feedback for the Superintendent – June 2020

Sawyer seems like someone who is fair, reasonable, and transparent so I am not upset with him or the district.

118	Clear and honest communication (when it's possible), empathy, visibility, good decision making.	6/2/2020 11:12 AM
119	His empathy, compassion, understanding. His clear communication, intelligence, and high standards.	6/2/2020 11:09 AM
120	Dr. Sawyer puts great thought and time into any plan before sharing the information with staff, parents, and community. The impact is clear, organized, and accurate.	6/2/2020 11:05 AM
121	Articulate, forthcoming with information and holds staff to a high standard	6/2/2020 11:04 AM
122	Our Superintendent is a strong leader who always has the best Interests of all SPS Students, families and staff in mind. He is admirable and honest. I have A LOT of Respect for Dr. Joe Sawyer.	6/2/2020 11:01 AM
123	Great communication with all staff.	6/2/2020 10:59 AM
124	Dr. Sawyer sets clear expectations and high standards. He is effective in his communication, and we know that his decisions are data driven. Really tough to find fault with how D.r Sawyer goes about his business. Right man for the job!	6/2/2020 10:58 AM
125	Ability to communicate clearly, Committed to students, proactive.	6/2/2020 10:55 AM
126	Level-headed, articulate, diplomatic, and compassionate toward all parties	6/2/2020 10:55 AM
127	Stands behind his staff when it is the right thing to do.	6/2/2020 10:47 AM
128	Dr. Sawyer is very transparent and quick to share information that is important for families and staff - especially with this unexpected time.	6/2/2020 10:43 AM
129	Personable. Knows employees by name.	6/2/2020 10:42 AM
130	Open, honest, balanced, intelligent and analytical, cautious when appropriate.	6/2/2020 10:39 AM
131	Joe sees the big things and equally important the small things that teachers do to make a difference in the lives of their students. He's fair and kind.	6/2/2020 10:30 AM
132	clear communicator, fair, asks for input, good decision maker, transparent about leadership tasks.	6/2/2020 10:27 AM
133	Communication is the best!	6/2/2020 10:22 AM
134	Dr. Sawyer's oral and written (and now video) communication skills are exceptional! I love the little bit of humor he adds in too :)	6/2/2020 10:16 AM
135	Dr. Sawyer is very approachable, caring, and holds the district to high standards.	6/2/2020 10:06 AM
136	Thank you Dr. Sawyer for your continued support and communication for everyone involved in the Shrewsbury Public Schools. You have shown great leadership during this unfortunate time.	6/2/2020 10:06 AM
137	Always keeps us informed and up to date. He is very supportive and we feel he always has our back. We could not ask for a better leader for our schools!	6/2/2020 10:06 AM
138	Always quickly honest, always has best interests of students, extremely professional, and knows everyone in the district no matter how small!	6/2/2020 10:04 AM
139	His ability to relate to his staff and his compassion for them. I truly feel that he is working as hard as he can both in the best interest of the students and his staff.	6/2/2020 10:04 AM
140	Joe has done a tremendous amount of work to lead us through this tumultuous year. Thank you!	6/2/2020 10:03 AM
141	*Communication *Thoughtful/Understanding- Especially during this time, understanding different teachers' situations at home-remote teaching requirements were perfect!	6/2/2020 10:01 AM
142	Decision making, leadership, communication, delivering tough news with empathy And understanding	6/2/2020 9:59 AM
143	He is understanding and supportive of his staff.	6/2/2020 9:55 AM
144	You are honest with the staff about expectations for us and what is coming.	6/2/2020 9:52 AM

Staff Feedback for the Superintendent – June 2020

145	clear communication/planning	6/2/2020 9:51 AM
146	Dr. Sawyer is always straightforward and seems very genuine. He appears to weigh information extensively before making decisions, but he always keeps the community, including teachers, well-informed to the extent it is possible. He seems to be fully invested in the best interests of students, so I trust that he is always trying to do what is best. He is a trustworthy and capable leader.	6/2/2020 9:47 AM
147	Communicating in a timely manner and showing kindness to all.	6/2/2020 9:43 AM
148	communication, personality, team player, always looks out for the best of the entire district	6/2/2020 9:41 AM
149	Approachability, clarity, thoughtful action	6/2/2020 9:40 AM
150	Communication, transparency, leadership	6/2/2020 9:40 AM
151	communication, empathy, servant leadership, equity and making good decisions in difficult times and most of all - relatable and able to think of others.	6/2/2020 9:38 AM
152	Dr. Sawyer leads with grace and conviction. I am currently reading a book on Winston Churchill and, not to be overdramatic, I see some parallels in their leadership qualities. Like Churchill, Dr. Sawyer has been able to take depressing news and lay out the facts bluntly and yet, at the same time, present a sort of hope for the qualities of humanity that allow us to push through the challenges.	6/2/2020 9:36 AM
153	Good communicator	6/2/2020 9:34 AM
154	leadership practical	6/2/2020 9:33 AM
155	Communication, professionalism, hard working.	6/2/2020 9:30 AM
156	The Superintendent gathers as much information possible in order to make thoughtful and meaningful decisions. He looks at the big picture and then to the best of his ability has it fit with each unique situation.	6/2/2020 9:29 AM
157	Provides clear communication. Seeks understanding rather than jumping to conclusions.	6/2/2020 9:29 AM
158	Communication, empathy	6/2/2020 9:28 AM
159	Leadership Communication Visible and available Empathetic Compassionate Professional Respectful Helpful	6/2/2020 9:27 AM
160	Always having the students at the forefront of your mind and your sense of humor.	6/2/2020 9:25 AM
161	Being extremely clear about what's important to our community. Thoughtful, meaningful comments and knowing the right tone to set. Strong, decisive, urgent leadership has been wonderful during the shutdown period.	6/2/2020 9:21 AM
162	Genuine care and concern for all employees. Always upfront and honest with information and willing to find out any information should someone ask about something.	6/2/2020 9:20 AM
163	Great leader, sets the tone for the whole district	6/2/2020 9:20 AM
164	Updating us very quickly when things change. Informing us with new information when he hears it.	6/2/2020 9:19 AM
165	He is a man of the people. Easily approachable, reasonable and respectable.	6/2/2020 9:19 AM
166	He is honest with the difficulties in making the decisions this year and with the choices he has made.	6/2/2020 9:19 AM
167	Genuine caring for his staff and his students. Dedication to SPS. Thorough preparation, planning, and communication regarding our budgetary problems.	6/2/2020 9:16 AM
168	willing to engage	6/2/2020 9:15 AM
169	His accessibility. He always responds to emails and makes himself available to all staff.	6/2/2020 9:11 AM
170	Communication, decision-making	6/2/2020 9:10 AM
171	Excellent communication skills, vision for academic excellence and leadership. His personal commitment, good character and judgement. His sense of humor.	6/2/2020 9:10 AM

Staff Feedback for the Superintendent – June 2020

172	He is a kind, helpful and dedicated superintendent.	6/2/2020 9:09 AM
173	Communication skills, responsible decision-making skills, professionalism, problem-solving skills, listening skills, ability to provide direction and vision to the district.	6/2/2020 9:07 AM
174	Calm, clear explanations. Glad to speak with everyone. Willing to listen and share his knowledge and compassion.	6/2/2020 9:06 AM
175	amazing balance between supporting student and staff needs, genuine interest in the work of education, clearly present around the district	6/2/2020 9:05 AM
176	Joe always keeps the students, families, and staff in mind when making tough decisions. He's a very effective communicator and he has a wonderful sense of humor.	6/2/2020 9:04 AM
177	I appreciate the pay continuation through the end of the school year.	6/2/2020 9:03 AM
178	Caring for both the students and teachers	6/2/2020 9:03 AM
179	Joe sincerely cares about the district for which he is responsible. He also has a very relatable style	6/2/2020 9:00 AM
180	Dr Sawyer is dedicated to the students, staff and community. He is a stellar human being that treats everyone with respect and dignity, which makes him genuine. As the leader he never misses a beat in serving to the best of his ability. He is fair and focused, and that shows his passion to the mission to provided constant support, while at the same time empowering others to excel.	6/2/2020 8:59 AM
181	Visibility.	6/2/2020 8:57 AM
182	work ethic commitment to our community sense of humor the ability to exercise grace	6/2/2020 8:57 AM
183	During this difficult time our superintendent was amiable and diligent .He was resourceful and sincere keeping us updated on our current situation.	6/2/2020 8:55 AM
184	Very smart, caring and funny too. Well prepared and thoughtful deliveries of important matters.	6/2/2020 8:54 AM
185	Communication with staff and the Shrewsbury community. Very strong leadership skills. My own children attend a different school district and the difference in leadership is striking. Good education starts at the top. You and your colleagues worked together to create a plan that helped educators learn how to effectively reach students during this difficult time.	6/2/2020 8:50 AM
186	I always appreciate that Dr. Sawyer makes thoughtful, careful decisions based on the facts at hand. It's clear that his actions are always motivated by his want to provide the highest level of education and safety for SPS students, while considering the well-being of the staff as well.	6/2/2020 8:49 AM
187	He communicates information well; He has led the district well through the most of the COVID-19 crisis	6/2/2020 8:48 AM
188	Leadership and fairness	6/2/2020 8:48 AM
189	During this unprecedented time, I think Dr. Sawyer has done his very best to address the needs of the students and staff to the best of his ability. I think that he has made some extremely challenging decisions, but thoughtful to keep everyone safe and take a cautious, conservative approach. I appreciate his honesty, communication and ability to listen to various members of the district including parents, families and staff.	6/2/2020 8:47 AM
190	I appreciate the detailed updates given through email, in person visits (when this was possible), videos, and in the school committee meetings especially when it is difficult news to share. Dr. Sawyer is always very professional and shows his dedication to Shrewsbury and the staff and students in all of the schools.	6/2/2020 8:46 AM
191	I appreciate that you are always so thoughtful and careful in your decision making process. Everything from turning the early release day into a full day in case of snow delay in January, to thinking about how and when to approach remote learning to make sure we were following the law showed a very careful thought process. I appreciate your patience with making large decisions and your ability to see the pros and cons to many angles of a problem.	6/2/2020 8:45 AM
192	Superintendent Sawyer's communications are thoughtful and honest. I really appreciate that.	6/2/2020 8:43 AM
193	I was very impressed this year with how Joe responded to the issues with Covid19. I was very pleased with the amount of emails and videos and phone calls that came out when concerns of	6/2/2020 8:41 AM

Staff Feedback for the Superintendent – June 2020

Coronavirus were escalating. He kept us informed and offered outlets for those that had concerns. He stepped up and I am pleased with the outcome.

194	He compassionately considers the multiple perspectives and experiences throughout our community; he is able to hear and acknowledge these and still navigate a firm line of decision making. He exhibits self-reflection and striving for personal growth and encourages that in his staff.	6/2/2020 8:38 AM
195	He cares about the staff and students and will do his best to support them	6/2/2020 8:38 AM
196	Communication, transparency, leading with vision and mission in mind. Caring about our students, staff and town	6/2/2020 8:37 AM
197	Clear, calm and thoughtful communication, and a much appreciated sense of humor. Understanding of the role of teaching the whole child and works to improve upon these goals in our district.	6/2/2020 8:37 AM
198	Articulate, positive communicator	6/2/2020 8:37 AM
199	Great communicator, very bright and thoughtful. I feel confident that you will represent our district with the utmost professionalism.	6/2/2020 8:34 AM
200	First and foremost, Dr. Sawyer is a leader; in every sense of the word. Dr. Sawyer is a phenomenal communicator who, without question, ALWAYS has Shrewsbury Public Schools' best interests at the forefront of every decision or initiative. His communications to staff are informative, transparent and never once did they cause an eyeroll or any semblance of being disingenuous. This has never been more true than with his consistent updates during this Covid-19 pandemic, school closure and Remote Learning period we are in. Dr. Sawyer is approachable, available and present. His site visits are not that of just routine or to "make an appearance" rather seemingly they are of true interest, care and investigation to see how & what students, faculty and administration are doing. Lastly, and what I believe is the greatest testament to describe Dr. Sawyer's strengths: any SPS employee with children in another district can attest that Dr. Sawyer is the epitome of who a public school superintendent should be, a model on how they should lead and should pen an instruction manual on how they should communicate. It's Dr. Sawyer who makes every SPS employee wish there was school choice for SPS employee families.	6/2/2020 8:33 AM
201	Commitment and dedication to community, ownership of role, lead by example, holding standards high and encouraging students and staff to work to their capacity.	6/2/2020 8:32 AM
202	Excellent communication skills, passionate about his work, thoughtful and considerate, great sense of humor, loyal and respectful to his staff	6/2/2020 8:31 AM
203	Compassion, support your teachers, clarity in communication	6/2/2020 8:31 AM
204	knowledgeable, hard-working, committed to ensuring the success of all SPS students.	6/2/2020 8:29 AM
205	Dr.Sawyer obviously cares about the Shrewsbury community, not just the students but the families and community as a whole.	6/2/2020 8:28 AM
206	He seems to genuinely gather all the information possible before making decisions and I think that should be commended.	6/2/2020 8:26 AM
207	Confident, thoughtful, decisive and intelligent.	6/2/2020 8:25 AM
208	During this very difficult time you have shown great strength of character and empathy for staff, students and their parents!	6/2/2020 8:24 AM
209	Communication, cooperation, flexibility, strong presence in the schools (prior to remote learning)	6/2/2020 8:24 AM
210	Dr. Sawyer communicates effectively and to all appropriate stakeholders in times of change and crisis. Two examples from this year are (obviously) the Covid-19 pandemic, and when a former employee was arrested on suspicion of possession of child pornography. He seems to consider the needs and perspectives of all stakeholders before advocating for or taking actions.	6/2/2020 8:23 AM
211	He works really hard to improve his leadership technique to push the district forward. He works to include all stakeholders and share information as quickly and clearly as possible. You allocate funds that prioritizes teachers and students. You are super professional, responsible, reliable, organized, and knowledgeable.	6/2/2020 8:23 AM

Staff Feedback for the Superintendent – June 2020

212	Dr. Sawyer's communication skills are professional, consistent, honest, and compassionate.	6/2/2020 8:23 AM
213	The superintendent seems to truly care about students and staff. He understands the diverse needs of our learners and families. I think he has done an amazing job leading our district during this unprecedented time.	6/2/2020 8:22 AM
214	great communication	6/2/2020 8:21 AM
215	Strong leader who communicates well with a large and diverse student and staff body.	6/2/2020 8:21 AM
216	Integrity. Honesty. Handling difficult situations. Communication.	6/2/2020 8:20 AM
217	He is a strong leader and extremely personable.	6/2/2020 8:20 AM
218	Your level of transparency and your ability to communicate with everyone in the district. You are also very approachable and make frequent visits to SHS. It always nice to see you!	6/2/2020 8:18 AM
219	Dr. Sawyer possesses excellent communication skills and has the best interest of students, parents and community.	6/2/2020 8:17 AM
220	Steadfast and direct, the superintendent has SPS' best interests at the forefront. I appreciate his honesty and engagement with all aspects of the SPS community.	6/2/2020 8:15 AM
221	Thoughtful planning	6/2/2020 8:15 AM
222	Consistent, welcoming, dedicated.	6/2/2020 8:13 AM
223	I see you as a person who is calm in presence, strong in beliefs, grounded in humanity, who leads with heart. I see you as a person who sincerely listens for understanding of others and carefully considers all who will be affected by your decisions.	6/2/2020 8:11 AM
224	I think he's honest with sharing the information that he knows. I think that he tries to work within a budget that is clearly inadequate and continues to work hard for what is best for the people of Shrewsbury.	6/2/2020 8:11 AM
225	Dr. Sawyer has provided a strong voice and leadership skills needed to navigate through these unsettling times. His sense of empathy, strength and compassion provides some hope and relief to all staff and family members throughout the SPS district.	6/2/2020 8:11 AM
226	The superintendent provides professionalism to a very high standard, he engages in quality communication to staff within the district and sets standards high for everyone within the district.	6/2/2020 8:10 AM
227	Clear communication, calm leadership and great sense of humor! (The last items on the agendas for School Committee meetings are hilarious!)	6/2/2020 8:09 AM
228	Smart, thoughtful, compassionate, hard-working, leadership	6/2/2020 8:09 AM
229	Having clear priorities and voicing them consistently - to staff and the community. You have been a calming presence and a true leader. I cannot thank you enough for everything you have done and continue to do in this crisis.	6/2/2020 8:09 AM
230	His dedication to the town and the people of Shrewsbury. His decision making skills, intellect, ability to connect to all groups, genuine caring and compassion, strong communication skills and humor.	6/2/2020 8:09 AM
231	Forethought and clarity of communication as well as having developed a sense of trust among staff and families.	6/2/2020 8:09 AM
232	Compassionit and keeps everyone informed about what""s happening.	6/2/2020 8:06 AM
233	Communication, respect for all content areas	6/2/2020 8:03 AM
234	Calm , organized thoughtful communicator, very hard worker	6/2/2020 8:02 AM
235	his empathy and communication skills	6/2/2020 8:01 AM
236	-Professional -Knowledgeable	6/2/2020 8:01 AM
237	Dr. Sawyer is thoughtful and thorough when communicating critical information with staff and families. Dr. Sawyer has taken into consideration the challenges staff are facing during this	6/2/2020 8:00 AM

Staff Feedback for the Superintendent – June 2020

pandemic and communicated his expectations clearly and has modeled showing grace and understanding. Dr. Sawyer

238	Dr. Sawyer is an excellent communicator both verbally and in writing. I always feel well informed as an employee. He also displays genuine care and concern for all of our students.	6/2/2020 7:59 AM
239	Communicates well with staff and community to keep us informed of the issues going on within the district.	6/2/2020 7:58 AM
240	his presentations are clear, concise and transparent; he has developed a strong connection to school employees which makes us feel appreciated and recognized.	6/2/2020 7:58 AM
241	Your ability to communicate, your public speaking skills, your interest in all staff members	6/2/2020 7:58 AM
242	Communication	6/2/2020 7:57 AM
243	Communnication	6/2/2020 7:56 AM
244	The genuine heartfelt communication to staff expressing understanding and support when needs. I was very much affected emotionally when Dr. Sawyer used the word "Grace" so appropriate in talking about the present Covid-19 situation.	6/2/2020 7:56 AM
245	Dr. Sawyer has a calm, clear, kind, concise and effective way about him to articulate the most difficult of news and uncomfortable of conversations. He makes decisions with the best interest of students and staff in mind at all times. During these past few months, he has had to manage a school system forced to change its definition of education and move an entire system to remote teaching. No small task, all while facing a financial crisis. I cannot thank him enough for his leadership during this time. I truly felt reassured whenever he had information to share, decisions to make and communications with the community. Also, I love his serious levity:)	6/2/2020 7:55 AM
246	Communication	6/2/2020 7:55 AM
247	Communication. I feel well informed with all events. You are honest and upfront. You have a nice sense of humor and you have NOT forgotten what it is like to be a teacher in this ever changing world.	6/2/2020 7:54 AM
248	Empathy Honesty Integrity	6/2/2020 7:54 AM
249	Dr Sawyer has been amazing through this remote learning process. I find him calm and compassionate to both his staff and the entire community. He had kept himself "put together" during this time professionally and personally as he is watching his daughter experience these challenges her senior year!	6/2/2020 7:53 AM
250	Professional, respectable, shares new information quickly with the district	6/2/2020 7:52 AM
251	Joe has a calm demeanor and has developed strong leadership qualities. I also appreciate his subtle sense of humor:)	6/2/2020 7:52 AM
252	Leadership	6/2/2020 7:49 AM
253	Care about community, want best for all. Regular communication. Supportive Level headed/especially during this difficult time.	6/2/2020 7:46 AM
254	He is articulate, reasonable, level-headed, and genuinely cares about SPS.	6/2/2020 7:44 AM
255	Knowledge what is happening at all levels within his schools. Calm and professional demeanor at all times. Keeping the welfare/health of all staff & students at the forefront during this pandemic.	6/2/2020 7:43 AM
256	level of communication with Staff and parents	6/2/2020 7:43 AM
257	superb communication and leadership excellent updates during the pandemic and school closing	6/2/2020 7:43 AM
258	Joe has been incredibly clear and upfront with everything that has gone on during this unprecedented time- despite the fact that there are so many unknowns. I am so thankful to have a superintendent that truly has the best interest of his staff and the students and families of the town as his first priority. Thank YOU for all your incredible hard work over the past several months and for all the future work that is to come. We are lucky to have you!	6/2/2020 7:42 AM
259	Communication with staff and families. Compassion and care for our community.	6/2/2020 7:42 AM

Staff Feedback for the Superintendent – June 2020

260	communication, cares about the students and staff, thoughtful about decisions	6/2/2020 7:41 AM
261	Providing timely communication	6/2/2020 7:40 AM
262	Communication, compassion building relationships with community	6/2/2020 7:37 AM
263	Thoughtful, reflective, level headed.	6/2/2020 7:33 AM
264	His compassion and love for the students and faculty that he over sees.	6/2/2020 7:33 AM
265	Good communicator,	6/2/2020 7:31 AM
266	Constant open communication with public, town management, peers and employees. Reflective and intelligent decision making. Strong and dedicated work ethic which is highly respected and admired. His involvement providing information and voice to the school committee and representing SPS on any platform, as required, both internally and externally.	6/2/2020 7:30 AM
267	He is always transparent and honest. He supports his staff and the community.	6/2/2020 7:28 AM
268	Dr. Sawyers' strengths are many.He has the ability to make decisions for the good of all. The awareness that these decisions won't make everyone happy but the heart to acknowledge the opinions of those who disagree with him. He listens and takes into consideration all opinions before making decisions. Especially now with the pandemic, he has a lot on his plate but hardly ever shows it. A strong leader.	6/2/2020 7:28 AM
269	Joe is a strong supporter of his teachers and the schools. He always has our best interest in mind. It was great to see such a human moment when speaking at the school committee meeting about the high school graduation. That moment showed how much you care about our students.	6/2/2020 7:26 AM
270	His strengths are looking at things from ever angle and make it work regardless of what's thrown at him. Challenges makes him go beyond what I think he doesn't know he has . Simply put amazing	6/2/2020 7:25 AM
271	Continuing to communicate information. Taking everything into account before making decisions. Last piece of School Committee agenda; I look forward to it every week!	6/2/2020 7:24 AM
272	Communication. There is a lot of unknown right now but I appreciate Dr. Sawyer sending us all the information he can.	6/2/2020 7:23 AM
273	The safety and concern of the community comes first with Dr. Sawyer. It is evident in calling snow days and the current virus. Equality and caring for all students and staff is of utmost importance to him. Family matters to him. He does a great job!	6/2/2020 7:23 AM
274	Awareness of things happening at each school. Willing to take a stand when necessary. Focused on every student and their best interests.	6/2/2020 7:22 AM
275	He cares and his passion for the students and families of Shrewsbury. His effort to always keep us updated with any/all pertinent information. His effectiveness in his approach to lead with an ability to work alongside his team regardless of where you are in the rank of employment.	6/2/2020 7:21 AM
276	Seems to be direct; people report him as being an open person (I have limited experience with Dr. Sawyer directly).	6/2/2020 7:20 AM
277	Communication, respect for all employees, knows everyone by name, kindness	6/2/2020 7:19 AM
278	Leadership Compassion Willing to listen Team Builder	6/2/2020 7:18 AM
279	honest, interested in hearing from others, empathetic, decisive when needed	6/2/2020 7:17 AM
280	He is very calm and composed even during this pandemic. He is very clear in delivering his plans and town's decisions.	6/2/2020 7:17 AM
281	Keep everyone posted on situations; being proactive rather than reactive	6/2/2020 7:14 AM
282	transparency, consistency, appropriate level of response during crisis situations.	6/2/2020 7:13 AM
283	Communication, Listening, Involving all stakeholders, Empathy, Compassion	6/2/2020 7:12 AM
284	How much he clearly cares for his district, employees and students alike, and how he constantly strives to make the best decisions for everyone involved.	6/2/2020 7:11 AM

Staff Feedback for the Superintendent - June 2020

285	Leadership and compassion	6/2/2020 7:10 AM
286	Honest, timely and clear communications Supportive of all shareholders	6/2/2020 7:07 AM
287	Frequent and clear communication; a clear desire to support the SPS community; honest and authentic feedback and communication	6/2/2020 7:06 AM
288	You are a thoughtful leader who takes an interest in your staff as well as the students. You just do everything right! We are lucky to have you leading us.	6/2/2020 7:04 AM
289	Organized, communicates well with district leadership and staff	6/2/2020 7:04 AM
290	Your compassion, communication, and thoughtfully considered intentional leadership.	6/2/2020 7:02 AM
291	Logical approach to planning and a methodical attention to detail. Always having the impact on students as the primary driver of any change.	6/2/2020 6:56 AM
292	Communication!	6/2/2020 6:56 AM
293	As teachers in SPS, we know that you have our backs and support us throughout every situation. I feel like you truly understand how difficult this has been for us. I also appreciate how you communicate to the parents in the district.	6/2/2020 6:55 AM
294	He is so transparent and makes us aware of everything going on. There is no secrecy in the district. He is honest, caring, empathetic, funny! He is doing an amazing job leading SPS! Couldn't ask for a better leader!	6/2/2020 6:55 AM
295	Communication, clear and concise language, humor	6/2/2020 6:55 AM
296	Honest and transparent communication even when the message involves difficult information, identifying clear expectations during this unprecedented time, collaborative & respectful approach to decision making	6/2/2020 6:54 AM
297	Reaching out to families and staff on a regular, consistent basis.	6/2/2020 6:54 AM
298	His clear communication skills and his empathy towards all the employed in the Shrewsbury Public Schools!	6/2/2020 6:53 AM
299	He is very thoughtful and considerate- he continually connects with faculty about all situations and is very open and clear about how certain decisions can affect us, especially with COVID and the budget.	6/2/2020 6:49 AM
300	His confidence as a leader, excellent communication to the community, remaining calm.	6/2/2020 6:46 AM
301	Communication, empathy, visibility, smart, funny	6/2/2020 6:42 AM

Q5 What would you like to see the superintendent improve upon?

Answered: 194 Skipped: 154

Staff Feedback for the Superintendent – June 2020

#	RESPONSES	DATE
1	Continue to be open and honest - the best communications are those that show the human side of the administrator behind the curtain. It's okay to talk openly about the things that the district needs to improve on and it's okay to not have all of the answers. Encourage consistency across the district - sometimes each building "does their own thing" a little too much and that can make it difficult for students and families to know what is expected of them.	6/5/2020 1:24 PM
2	?	6/5/2020 12:01 PM
3	Nothing. Shrewsbury did an outstanding job coordinating efforts during this pandemic. I just hope that as a district-- starting with district leadership-- we can strongly advocate for the funding our public school and all public schools need going into next year. I would just really like more information about how to help with this and what steps district leadership will take toward this end. The kids shouldn't suffer due to a pandemic they didn't cause and don't understand. All that aside-- I'm voting for Joe by crossing out "Biden" and writing in "Sawyer" on the ballot for the presidential election-- even though the Bulls were clearly the better team back in the day (and this is coming from a Celtics fan.) Agree to disagree, I guess! Thanks for your great leadership, Dr. Sawyer.	6/5/2020 9:20 AM
4	To not have so many administrators/specialist in our school system. We need more people in our classrooms! Less in their office! Unfortunately this has been the way in Shrewsbury for years! And it gets worse every single year.	6/5/2020 8:58 AM
5	Designing and implementing plans for safer schools.	6/5/2020 7:43 AM
6	Presence, planning, decisiveness	6/4/2020 11:59 PM
7	His effort and/or consideration to make a run for the White House :))	6/4/2020 5:40 PM
8	I would like to see a movement to have more educators and special educators and less administration.	6/4/2020 1:43 PM
9	Visit our classrooms!!!	6/4/2020 1:11 PM
10	I wish we could have had a bit more guidance from central office/admin. during remote learning with parents. I do not believe that many parents understood the expectations of the staff, which caused for some very unkind interactions from parents. I also think that a bit more communication around next steps, or potential next steps would be great. I know it's hard to share when we don't have answers, but perhaps just some thoughts around options. Thank you!	6/4/2020 12:26 PM
11	I would like you to connect more with teachers. It seems there are fewer opportunities for teachers to interact with you. You have a lot of admin support and you go to the principals for feedback. I am not sure they are always giving you information that completely explains the hardships on teachers. You stopped meeting with the Faculty Advisory Council (FAC) once we went to remote learning. That would have been a meaningful opportunity for you to hear first hand what teachers were experiencing. I also think you should review what SEL supports have been offered to staff and students during this remote period. The students in my class who were receiving support on or before March 12 have gotten minimal support since March 13. During the first two weeks of remote learning teachers were most concerned about these students and hoped that additional support would be forthcoming.	6/4/2020 11:51 AM
12	I would like him to stand up and stand behind all of the initiatives and district goals that he has helped to create. It's easy to support ideas and causes when times are good but it shows true leadership to continue to support those causes when times are tough.	6/4/2020 10:13 AM
13	Be more supportive of teachers who have been working incredibly hard throughout this remote learning time. Take the time to really see the work that is being done - don't just rely on your assistant superintendents to report it to you. Their presentations throughout this past 3 months have painted their own efforts in the most positive light, but have not given you a picture of the tremendous amount of behind the scenes reality of what this learning time has required of teachers. Hold building principals accountable to how they are supporting teachers instead of just constantly "adding to their teachers' list." A lot of people have been paid their full rate and have not worked or done minimal work in this remote learning time. It feels to the classroom teacher that the needs of non-essential staff have been highly regarded, while the efforts of teachers have not been recognized in meaningful ways. I was highly offended and deeply hurt that the idea of cutting 65-75 TEACHERS would close your budget gap. The disclaimer that this	6/4/2020 8:29 AM

Staff Feedback for the Superintendent – June 2020

would not be your preferred remedy was lost in the translation. That statement was transparent in its intent. It made me feel resentful, especially when I am hearing that paras who are being paid their full daily rate are now collecting unemployment benefits on top of their salaries of up to \$800+ to compensate them for the one or two days they are not being paid for their ESC positions. Its a win for that group while teachers sit and wait for pink slips to be handed out or more likely for a proposal that teachers take a significant pay cut to preserve positions.

14	Nothing at this time.	6/4/2020 7:47 AM
15	N/A	6/4/2020 7:12 AM
16	Helping to build open / honest communication between staff and their supervisors / administrators, especially within certainly departments.	6/4/2020 6:07 AM
17	Can't think of anything right now. He has done a great job with the whole COVID19 pandemic closure.	6/3/2020 10:19 PM
18	It would be helpful to have shorter communications coming from Superintendent and Asst Superintendent's offices. At this time, especially, there is so much information coming our way that we need to get through, comprehend, and then communicate to families.	6/3/2020 8:40 PM
19	Nothing! Thank you for everything that you are doing for our district.	6/3/2020 7:57 PM
20	Not much.	6/3/2020 7:47 PM
21	N/A	6/3/2020 6:16 PM
22	Spending more time at schools	6/3/2020 6:05 PM
23	Joe has so many strengths- the two biggest strengths are leadership and communication. Since Joe has these strengths, it would be great if he could look for these qualities when hiring administrators or help current administrators grow in these areas. Sometimes it feels like there is a "Shrewsbury Cut" when hiring other administrators. It is ok for building principals not to be shiny showpieces who can recite district protocols/initiatives. I would like for certain principals to be independent thinkers and to voice the concerns of their buildings so that effective change can be made. Hiring and training administration to be strong advocates for real issues and not just be "yes" people. Although #Shrewsburylearns has some good content, in some instances it encourages some principals to view visiting a classroom only as a social media opportunity.	6/3/2020 5:35 PM
24	Maybe check in's with smaller staff groups like Elementary Para's, Sherwood, Oak, HS.	6/3/2020 5:32 PM
25	Truly THE BEST at what he does! At a loss for what he could improve upon.	6/3/2020 4:07 PM
26	Shorten or recap email info into single sentence items (the explanation/background is helpful, but the key message needs to be more prominent); think totally outside the box for possible adaptations in the fall in the event of deficit and/or school closure - how can we cut expenses and retain staff? I don't have the answer, but maybe the community does. Maybe the answer is not to cut staff, because that affects student learning.	6/3/2020 3:14 PM
27	Recognizing that each level has its own intricacies that may not be understood fully by he or DLT and allowing those leaders to make decisions based upon the wealth of knowledge and experience they have at those levels.	6/3/2020 3:01 PM
28	Be more human and show more empathy. I was disappointed to see it took so long for use to receive an email about the protests going on. Show more support to educators and appease parents less.	6/3/2020 1:33 PM
29	Honestly, Joe is beyond impressive with his attention to detail, professionalism, creativity and passion for his district. I can't think of any areas for improvement right now. Classroom visits are always welcomed, but I completely understand his busy schedule	6/3/2020 1:27 PM
30	Need to plan & commit time to district directed professional development, we need a structure and experts to have us work through cultural proficiency, including racism. Move away from Pathway model and have PD more tightly focused on strategic priorities.	6/3/2020 1:11 PM
31	Just continue to build upon the district's work towards SEL and racial justice	6/3/2020 12:48 PM
32	I lost my extended day pay (cannot collect) and cannot support my family on paraprofessional rate alone.	6/3/2020 12:40 PM
33	Should virtual learning continue, grading and expectations for student participation need to be	6/3/2020 11:43 AM

Staff Feedback for the Superintendent – June 2020

	improved to increase student buy-in and dedication to continuing to do their best work.	
34	The budget is by no means the superintendent's fault, but the message comes from the central office-- The consistent lack of sufficient funding is a huge concern for our district. Year to year, it loses us excellent educators and erodes our greatest asset- our people.	6/3/2020 11:33 AM
35	fewer emails later in the week and at night	6/3/2020 11:00 AM
36	comment on district -more faces of color in teaching positions needed, district is mostly women but males over represented in leadership positions, positions of power and as recipients of superintendent awards -curious-	6/3/2020 10:54 AM
37	I would like to see you make statements that shows district support for all our students especially during this time of racial unrest. Very disappointing that there has been silence. We also need to see greater commitment to equity in the district. The equity audit was a good first step but we need to move faster and in a more visible way. Some educators have taken part in book groups focused on racial justice. This kind of PD should be required. We are an educational system educating brown and black and white kids, yet our educators are overwhelmingly white women. While these white educators have great intentions, we need better professional development in this area. We need to have colleagues of color. We have to do better. You are the leader of our district so this commitment needs to come from you.	6/3/2020 10:45 AM
38	During the "new normal," it's imperative that staff and students are safe and healthy.	6/3/2020 10:17 AM
39	I think that the budgetary constraints are going to put a lot of stress on everyone in the district. Please consider this as we are planning for the 20-21 school year. I realize that we need to continue to work on the Strategic Priorities, but we also need to consider that resources need to support our work in this area.	6/3/2020 10:14 AM
40	I would like us to focus more on our vulnerable students, and to focus less on appeasing parents. The "optics" are so much less important than our students. I feel like we were forced to push more work on our students so it looked good because parents of high achieving students felt like the work wasn't enough. That added unnecessary pressure to students who were already struggling with remote learning, either those who were working full time, taking care of family members, struggling with isolation, depression, anxiety. By being forced to do this we totally overlooked the struggles that our "average" students were facing, and did them a true disservice.	6/3/2020 9:48 AM
41	I want to preface these comments by reiterating how much I love working in this district; there are so many wonderful things about our school culture, from the strong emphasis on collaboration to the encouragement to seek out new teaching practices and implement them in our classrooms and that culture starts with you. However, there are a few things that I see as problems in our district that need to be addressed from the very top. One thing is that the district is so admin-heavy and your message absolutely gets lost along the way to teachers. I truly believe that you have the best plans for the district, but your message passes through so many people before it gets to us and it completely distorts what you've said. I have been in so many meetings during the shutdown and beforehand when we were in session where you hear something different from the curriculum coordinators, the assistant principals, the principals, and the special ed chairs, etc, and when you ask a question no one has an answer because they have to check back with someone else (and the questions never get answered). I was very distressed in the first round of budget cuts when Sherwood had an entire foreign language program cut from the school while we are overflowing with people in admin or admin-like roles that have such a small impact on teaching and student learning. With a very ominous budget year coming up, I would hope that we don't lose more teachers in lieu of looking at where we can make lines of communication more direct by eliminating positions in between the superintendent and the teacher. I also think that you could encourage the administrators in the district to take greater care to follow your lead with more thoughtful communication. Nowhere is the message more distorted than with online communications. I have never seen you send out a quote or an image where you haven't thought deeply about how it connects to our work, yet we are bombarded by random memes and inspirational quotes in s'mores newsletters from everyone else in a leadership position in the district. When I see a communication from administrators featuring multiple memes, emojis, and inspirational quotes, the intention may be to "cheer us up" but what it signals to me is that my administrator thinks that I don't have the intellectual capacity to process complex information, or any information that is presented without a corresponding image. I think very carefully about every written word I send out to my students and their parents and I can only assume our admin do the same. So it is jarring for me to, for example, look through the Shrewsbury Learns hashtag on twitter and see tweets from	6/3/2020 9:07 AM

Staff Feedback for the Superintendent – June 2020

administrators trying to use a student's tragedy in a very public way to get attention from John Krasinski and Some Good News or trivialize our school nurses (after the beautiful tribute you sent on school nurse appreciation day) with a meme about how they put band-aids on boo-boos. I often think to myself, "Does Joe see this? What does he think about this? Does he like how this represents our district?" Finally, we have a deep problem with understanding how to have cultural proficiency and anti-racist classrooms. At Sherwood this year, we had a "winter" celebration where teachers were encouraged to dress in "festive" costumes and trophies were handed out to teachers dressed like Santa Claus and the Elf on the Shelf for being the "most festive." Our administrators and curriculum coordinators have not demonstrated themselves to have a deep or, in some cases, even basic understanding of cultural proficiency, and cannot lead the schools in this. You must engage the district in anti-racist and culturally responsive practices and people who are already in leadership positions are not the most appropriate people to do this. It is imperative to identify teachers who are already engaged in this work so that they can become involved in leading their colleagues, but also to engage EVERYONE in this learning, instead of making this a self-selecting element of professional development as it has been in the past. We are doing our students a grave disservice by allowing them to be educated in a school district where their predominantly white teachers and administrators don't understand even basic tenets of anti-racism and cultural proficiency, and therefore can't teach these lessons to their students.

42	At times, the volume/length of communication was overwhelming, though I understand it was necessary during this time. Some redundancy when received from both the superintendent and assistant superintendent.	6/3/2020 8:40 AM
43	Every year I am fearful of losing my job. It is such a terrible way to end each year. I would like to see a tangible way to fix this issue. I know our taxes need to be raised and I would like to see this addressed. As a para I would like to see job security as a top priority. We work directly with the children and I feel we should be treated as an important part of the school district.	6/3/2020 8:13 AM
44	I can't think of anything at this time. Dr. Sawyer has done a fine job of leading us through this school year, especially under the circumstances.	6/3/2020 8:05 AM
45	This has been a new adjustment with lots of uncertainties and I, along with so many others, appreciate how hard DLT is working. A lot of those "uncertainties" are due to other parties not putting out the information needed to make decisions for our school district. However, I think it would be helpful to give educators some additional information regarding next year before the last day of school. What are some of the options that are being discussed?	6/3/2020 7:42 AM
46	Including more voices in committees doing work that will affect them. Example: the schedule for "classes" was created by administrators. Blocks for all levels were about the same length; middle level educators were expected to have groups of 50+. For example: one "science block" for a team requires all 105 students for that team to show up for "class" at the same time for 20 min. Please consider including people who are directly impacted by any schedule in the committee work for future plans.	6/3/2020 6:57 AM
47	With an almost \$6.5 million dollar budget deficit, I am anxious about the next school year and what it will look like for our district. I'm nervous about students not getting supports they need, I'm nervous about my position, and I fear that we may lose standing as one of the better districts in the state.	6/3/2020 5:44 AM
48	Having a good pulse on the culture at different schools. I think that sometimes the principals convey a sentiment that the rest of the staff does not always agree with,	6/2/2020 11:44 PM
49	He claims to have a great appreciation for support staff in order for Inclusion to work successfully, but hours for paras to work in assisting teachers (to help their students) keep being cut. This is not helping the students and is not a true inclusive model.	6/2/2020 10:22 PM
50	Being more aware of what some of the positions require.	6/2/2020 8:35 PM
51	Although communication is very good as a whole, I believe there is still a disconnect between different levels of our leadership team and eventually to our different departments.	6/2/2020 8:29 PM
52	A clear stance against the social injustices that are occurring in our society right now. He shows a trickle down rather than a trickle up stance. Admin are inspired to do what they see for, despite their experiences in the current academic times.	6/2/2020 8:17 PM
53	??? He's an excellent leader!	6/2/2020 7:51 PM

Staff Feedback for the Superintendent – June 2020

54	Of late, I have been discouraged by the degree of transparency and messaging. As a teacher, it has felt as though decision-making has been limited to an inner-circle with information only being provided at the last minute on a need-to-know basis. This has had the impact of sending the message (hopefully an unintentional one) that teachers' perspectives and professional knowledge about what is best for student learning is secondary to issues of public perception or the administrative expertise of those in leadership positions. This tight control of decision-making and the messaging has worked to disempower teachers rather than to make them feel as trusted members of the district with valuable skills and insights. Also, I have been disheartened to not hear any message go out to the teachers or community related to the killing of unarmed black people in this country. A number of leaders around the country have sent a clear message about where their institutions and districts stand as it relates to committing to the work of equity and dismantling systemic racism. The district's silence during this time is a weakness in my opinion.	6/2/2020 7:46 PM
55	I'm sorry that the budget continues to be such a difficult struggle. I'm very concerned about the fiscal status of our school department for this fall as a result of the struggling economy. I wish the forecast wasn't so bleak. Thank you for your service, Joe.	6/2/2020 7:45 PM
56	N/A	6/2/2020 5:46 PM
57	economizing his words, especially in parent communications	6/2/2020 5:10 PM
58	Continue seeking input and feedback from all members of our school community, including teachers, parents, and students, especially around continued challenges like remote learning and whatever else may be to come.	6/2/2020 4:50 PM
59	Keep doing what you're doing, though I can't imagine how difficult it is to be in your position these days!	6/2/2020 4:03 PM
60	Nothing specific. Thank you so much for your outstanding leadership!	6/2/2020 3:57 PM
61	No improvements. I think you have done a wonderful job guiding this district through probably the most challenging time any of us have been faced with in our careers. Thank you for the stress you have endured, the long nights I'm sure you've had, and for thoughtfully making all the extremely difficult choices. Thank you for everything! We appreciate you!	6/2/2020 3:40 PM
62	Improve communication of empathy for those who have lost or may lose jobs in the district due to budget cuts.	6/2/2020 3:40 PM
63	When there budget crises is hopefully alleviated, I would like to see more staff and especially administrators hired from outside of the district to allow for more diversity in educational styles and practices.	6/2/2020 3:28 PM
64	As a member of DLT who is not a member of SLT, I feel that there are instances in which Joe should directly communicate with me, but instead he communicates with me through others. This is understandable given the number of people he oversees and the difficulties inherent in communicating with so many individuals, but something is lost when there is no direct communication. There are time when I feel that my perspective should have been considered but was overlooked.	6/2/2020 3:19 PM
65	Talking more to teachers about what's going on everyday at all levels.	6/2/2020 3:16 PM
66	At this time, nothing comes to my mind.	6/2/2020 2:46 PM
67	Hopefully things fall in place soon, Till then would like him to continue support the school students and staff. Create more funds and try to retain each and every employee in these critical times. Can also delegate more working hours online for para's.	6/2/2020 2:36 PM
68	Delegating and letting the principals make decisions for their school. While I truly do understand your role considering the pandemic it took way to long to communicate information around graduation activities. Hearing crickets from high school admin was not helpful at all. Let them at least give out info to us related to why there was such a holdup. Seniors waited too long to learn ANYTHING was going to happen for them....and staff did also. I have not heard anything from SEA at all, but I assume there will be cuts to staff. If this is the case, I hope there will be cuts to administration also. While I can understand how much the state is asking for information and the district must provide it....keep in mind we are here for the KIDS! Make sure the proportion of cuts does affect central office staff also. While nice that Dr. Lizzotte is moving to Patton and there will be a savings around \$115,000 there should be more cuts to the top during this time also.	6/2/2020 2:15 PM

Staff Feedback for the Superintendent – June 2020

69	I am not sure.	6/2/2020 1:56 PM
70	1) Nothing particular, but, if possible ,Have informal meeting/coffee with all school faculty once a year. Not entire district together but individual school.	6/2/2020 1:46 PM
71	I would love continued communication regarding furloughs and layoffs. As a recent hire, I worry about my job security and will need time to seek other employment if necessary. It will be difficult since other districts are seeing the same issues due to covid-19.	6/2/2020 1:08 PM
72	N/A	6/2/2020 1:07 PM
73	There's nothing I would like improved on but I hope that soon, we get more specifics around what the different school re-opening/Fall will look like. I know that's not easy and likely not on the top of the list for concerns right now. Thank you for all that you do!	6/2/2020 12:49 PM
74	I feel uncomfortable providing this feedback during such a difficult time as I believe he did better than could possibly be expected during such a crisis. He is still leading thoughtfully and skillfully. His strength and his development are exactly the same: attention to detail until an answer reveals itself leaves him open to criticism of moving too slowly, but I don't think he did. Just right leadership.	6/2/2020 12:44 PM
75	Keep doing a great job of communicating with staff and asking for our input.	6/2/2020 12:32 PM
76	I'm not aware of areas for improvement.	6/2/2020 12:27 PM
77	Better address racial inequities. We started to see how things look from a minority's standpoint during our brief bias training and more needs to be done to make students feel like this is their world too. I also believe more frank conversations about systemic racism in our nation need to take place.	6/2/2020 12:08 PM
78	As a district, not just the superintendent's responsibility, we need to have a tighter action plan to respond to future school closures which can be put into place nearly immediately.	6/2/2020 12:05 PM
79	more classroom visits	6/2/2020 11:58 AM
80	Very happy with Dr Sawyers' performance and leadership.	6/2/2020 11:54 AM
81	not sure	6/2/2020 11:40 AM
82	Nothing I can think of	6/2/2020 11:32 AM
83	Additional focus on our most vulnerable students. Continue attention to staff mental health. Professional development in self-care.	6/2/2020 11:29 AM
84	keep in mind that staff members may be able to assist or innovate new approaches but they aren't "seated at the table"	6/2/2020 11:27 AM
85	Thank you for everything you do for our district!	6/2/2020 11:27 AM
86	Making district-wide growth in SEL that include all domains, such as sports	6/2/2020 11:17 AM
87	Just in general from district leadership, some of the e-mails seem really tone-deaf given what is going on. When I see e-mails about good news and smiles, with no acknowledgement of what's happening, it makes me feel like the district is out of touch or just sticking their head in the sand. I know there are many constituencies in town that limit how district leadership can express themselves, but I would appreciate a bold stance or at least a tone that reflects the moment. That's just me though.	6/2/2020 11:12 AM
88	I'm having trouble thinking of anything consistent or systematic enough to note. I don't always agree with all decisions but I understand how difficult it is to try to please everybody, follow strict guidelines, and try to do the right thing all the time.	6/2/2020 11:12 AM
89	I would like to see Dr. Sawyer, along with all administration, visit schools much more frequently.	6/2/2020 11:05 AM
90	N/A	6/2/2020 11:01 AM
91	If anything, the only fault I can find is a bit of over-explanation. Even with that, it's better to share too much or over-explain decisions rather than leaving things open for interpretation. Fantastic leader!	6/2/2020 10:58 AM
92	n/a - just keep doing what you're doing	6/2/2020 10:55 AM

Staff Feedback for the Superintendent – June 2020

93	More frank conversations, visible leadership and focus around cultural proficiency and bias in all forms. Make hiring admin/teachers/staff of color a priority. Educate white faculty/staff AND families that we might have to go through some discomfort to grow in the areas of diversity, cultural proficiency and overcoming bias, and that's okay. I think Dr. Sawyer gets it, but it's time to bring these issues to the forefront for our district.	6/2/2020 10:39 AM
94	none at this time.	6/2/2020 10:27 AM
95	I would like to see the messaging be more human. They are too polished and overly professional. I would like to see more "real", personal language, particularly when it came to creating the remote learning. It came across very hard to understand and "high level pedagogy". (Honestly, the humor at the end of the School Committee agenda emails...I want to see way more of that! And I don't mean only jokes but more raw language.)	6/2/2020 10:06 AM
96	N/A	6/2/2020 10:06 AM
97	Nothing he is great!!!	6/2/2020 10:06 AM
98	Nothing I can think of, I wouldn't want the major decisions on my shoulders he has to make every day. I think he's a great leader.	6/2/2020 10:04 AM
99	Overall nothing. The only disappointing thing is that through out Covid we have had to change plans regularly and many communications seem to contradict themselves over time. I recognize that this is due to the State and Federal government continually changing there recommendations and you are forced to adjust your plans/communication in conjunction with them.	6/2/2020 10:04 AM
100	I appreciate the communication keeping us up to date with the ever changing landscape of the COVID-19 situation. However, lengthy communications need more than a few hours to read over and digest, before the need to act on what has been presented.	6/2/2020 10:03 AM
101	Just to continue to be understanding of teachers' situations at home, having 2 small children at home and juggling remote teaching was challenging, but I know some districts were not as thoughtful with their teaching staff. If we have to continue remote teaching, this was an ideal amount of requirements for us. Thank you for all that you do, Dr. Sawyer!	6/2/2020 10:01 AM
102	The district should make a statement about race and equity in our district (and our nation). The current protests show that more systematic work needs to be done across the board to ensure the safety and equity of everyone, and it deserves comment.	6/2/2020 9:52 AM
103	I don't always agree or like the decisions Dr. Sawyer makes, but I trust that he is doing the best he can for everyone, so I couldn't ask for anything more. I am proud to have Dr. Sawyer as our superintendent.	6/2/2020 9:47 AM
104	N/A	6/2/2020 9:41 AM
105	I cannot think of anything to improve upon at this time.	6/2/2020 9:40 AM
106	N/A	6/2/2020 9:34 AM
107	Joe does a terrific job. He deserves a lot of credit for his navigation of this pandemic.	6/2/2020 9:33 AM
108	Empower the leaders in the district more so he doesn't have to take on as much of the work.	6/2/2020 9:29 AM
109	There are times in dlt when Joe asks for input or suggestions, but there is a perception that the decision on the matter is already made.	6/2/2020 9:29 AM
110	Transparency	6/2/2020 9:28 AM
111	Dr. Sawyer, we are so fortunate to have you as our Superintendent of Schools. Thank you.	6/2/2020 9:27 AM
112	Fix the top-down approach that seems to be more inclusive of middle management than teachers. I'd like to have more input on the critical decisions that are facing us now - from equity and cultural proficiency to how we are facing the reality of the pandemic. Too many times during this crisis, I have heard the messages from you or Amy Clouter, and then got mixed messages from assistant principals and curriculum coordinators - on everything ranging from office hours to what the focus of content should be. I'd like to see more of a focus on cultural proficiency. It was a positive step to have the Assabet Valley Collaborative come in - but it was very self selective. This needs to be a district focus. (P.S. this is not just in response to recent events - this has clearly been a need for several years).	6/2/2020 9:21 AM

Staff Feedback for the Superintendent – June 2020

113	Calling snow days by 430am so Out of state travelers can get the call before getting in the shower :o)	6/2/2020 9:19 AM
114	The communications we receive is often later on a Friday afternoon or filled with so much extra information that it's hard to know what the message is. Being more conscious of when communication is given and how would be helpful.	6/2/2020 9:19 AM
115	Parents and students are not accountable enough. It seems to be 150% teacher responsibility to get students to do the work, at least at the high school. Parents and students need requirements to do their part (except when there are extenuating circumstances).	6/2/2020 9:16 AM
116	school visits	6/2/2020 9:15 AM
117	I know that the budget is not in his control but this is a problem that we need to address with the entire town. The message of the school district as one of "getting the most bang per buck" is really affecting moral.	6/2/2020 9:11 AM
118	Keep up the great work communicating effectively.	6/2/2020 9:09 AM
119	More for the district.. find a way to get the money thru grants, go fund me, private donations to save jobs. We need everyone on board after the devastation that has happened here. We need all the help we can moving forward; students, families, community and our staff.	6/2/2020 9:06 AM
120	I appreciate all you do. You have a very tough job and you're handling all of this incredibly well. Thank YOU!	6/2/2020 9:04 AM
121	IncreaseThe pay scale in shrewsbury	6/2/2020 9:03 AM
122	I don't know about specific items to improve upon, but there certainly will be upcoming challenges due to the virus and to budgeting issues that existed before the virus. I want you to know that I appreciate all the work you have done and will continue to do on behalf of the district, its students and employees.	6/2/2020 9:00 AM
123	I think the communication especially during this crisis has overwhelming and way too detailed oriented. I think during a crisis it is essential to be concise and the communication loses the message in the details.	6/2/2020 8:57 AM
124	I think that you are doing an excellent job handling this previously uncharted course! In terms of next year, I think it would help tremendously if you assembled a team of teachers to talk possible reopening scenarios. I think the teachers would appreciate having a seat around this table to feel as their voices are heard as the district tries to plan for the unknown.	6/2/2020 8:57 AM
125	You're doing a great job, Joe.	6/2/2020 8:54 AM
126	Nothing.	6/2/2020 8:50 AM
127	Nothing at this time.	6/2/2020 8:49 AM
128	At the beginning of the crisis, it would have been nice if the district could have tried to pull together an action plan faster than it did. I know that you had to deal with the teacher's union and the state, but the initial response seemed so sluggish. Also, it took way too long to decide to announce that grades would be P/F for the semester. It was almost as if you wanted to hear from other districts first. Stop hemming and hawing and just make the announcement. It had minimal impact on most of the student body.	6/2/2020 8:48 AM
129	He can only do so much in these difficult times.	6/2/2020 8:48 AM
130	It would be nice to have more frequent updates.	6/2/2020 8:46 AM
131	I would like to see the reinstatement of student programs and classroom assistant hours rather than more administrative hires. When looking at student learning, I feel we should work from the ground up. With the differentiation in instruction that is expected, and the student progress that is expected, I feel it is vital to have proper supports in the classroom and on grade level teams.	6/2/2020 8:45 AM
132	I think he is a model of leadership. One thing that was challenging during remote learning was that teachers were given specific direction around remote learning scheduling, grading, etc. and they were then criticized for it in surveys by some families. I don't know if perhaps these district wide expectations could have been more clearly communicated (somewhere along the line) as being that and not a reflection of each individual teacher's set of choices.	6/2/2020 8:38 AM

Staff Feedback for the Superintendent – June 2020

133	Nothing in particular. Just continue to make students and staff the highest priority and continue to make thoughtful decisions as we navigate unprecedented times.	6/2/2020 8:37 AM
134	N/A	6/2/2020 8:37 AM
135	I honestly can not think of an area of improvement besides offering district leadership more opportunities to learn from Dr. Sawyer and model their leadership after his.	6/2/2020 8:33 AM
136	Not sure it can be done with the amount of Covid information that has to be communicated and rapidly it could change but more concise and organized communication to staff and families from the district as a whole.	6/2/2020 8:28 AM
137	There were some delays at the beginning of the remote learning in communications and decisions. There were quite a few emails late on a Friday that had information needed for the next week. I understand that everything was changing quickly at the time, but whatever can be done to get information to staff sooner rather than later would be very helpful and appreciated. There was a lot of stress from these unknowns and a lot of last minute scrambling to adhere to whatever guidelines were sent. As much notice and as much information as you can provide the staff would great.	6/2/2020 8:26 AM
138	Continue doing more recorded videos.	6/2/2020 8:24 AM
139	This may seem like a minor issue, but I believe it causes people to miss things, or not pay attention. Many of Dr. Sawyer's emails (and now videos) are too long and verbose. While I understand the need to explain things fully and the desire to ascribe more meaning by adding and interpreting quotes by famous thinkers, or referencing books and such, I feel that this sometimes comes off as pretentious and gets in the way of the message. I do think the joke agenda items on his emails about school committee meetings are a better way of connecting to the community at large. One more thing, which may just be bias on my part as a secondary school educator, but I feel like many of our district-wide policies are more geared toward elementary education than secondary education. One recent example was the decision to make "live" teaching time during remote learning later in the day for middle and high school teachers. While the logic made sense, in practice I do not believe this has lead to greater participation in live classes from students at the middle and high school levels.	6/2/2020 8:23 AM
140	A lot of the time, you don't include everyone or give equitable practices and considerations the attention it needs. Right now, you missed the mark by not using your leadership position to denounce racism. Even the Shrewsbury, MA police department put out a statement. As our leader, I need to hear that from you and every principal in this town.	6/2/2020 8:23 AM
141	More routine face to face meetings with support staff.	6/2/2020 8:21 AM
142	Alignment of work/task forces across departments to ensure impact of task represents all	6/2/2020 8:20 AM
143	This year most of the things that could have been done better were done for the first time due to the new circumstances. I think that with what has happened this year he has done the best that he could with what he had.	6/2/2020 8:20 AM
144	Dr. Sawyer, You couldn't do a better job than you are already doing. Your leadership, approachability, and professionalism are top notch and can be seen in the leaders of the district. (Jen Manning, SHS)	6/2/2020 8:18 AM
145	In this time of crisis, just an assurance that everything that can be done will be done to keep staff employed and more discussion at the schools about the issues of bias/racism. Not to say we have a big problem, but this is something that should not be ignored and we all need continued education regarding this matter.	6/2/2020 8:15 AM
146	I think you've done a great job, especially throughout this pandemic.	6/2/2020 8:15 AM
147	Nothing but trying to get more money for our district. This is critical for a good system to remain at the level of education that we would ALL like to see continue!	6/2/2020 8:11 AM
148	I'm happy with his job performance.	6/2/2020 8:09 AM
149	Nothing. I am thankful for your leadership.	6/2/2020 8:09 AM
150	I can't think of anything at this time.	6/2/2020 8:09 AM
151	Tendency to micromanage sometimes	6/2/2020 8:02 AM

Staff Feedback for the Superintendent – June 2020

152	-His clarity in budget. Just be clear with the numbers and what it actually means. While his data/slideshows are impressive, please break it down to keep everyone in the know and make sure that we actually understand. Also, some of the information can keep us feeling on edge and worried about the security of our jobs. I wish that he wouldn't worry us until they have concrete answers.	6/2/2020 8:01 AM
153	Dr. Sawyer, I know you recognize that you have a strong leadership team and that you appreciate us, you do a fine job sharing that message. I ask you to consider how your actions will ensure that ALL district leaders will have the capacity to continue to do this challenging work in the fall when we return to school. It seems as though there will be additional mandatory days and requirements added to our already busy summer schedule and to-do lists. Of importance to consider, in order for leaders to come back in the fall recharged and ready for the next layer of challenges, there is going to need to be some downtime for people to rejuvenate. The work ahead will require us to again pivot on a moment's notice as we work to reassure our staff that everything will be okay while remaining positive and empathetic and lead our staff through another successful year. Thank you for all that you have done and will continue to do to lead this district during these unique times in school history; I appreciate your leadership and dedication to this district.	6/2/2020 8:00 AM
154	I am unsure of whether or not Dr. Sawyer has a hand in this but we seem to always have budget issues in this town. This has been going on for the 20 years that I have lived here. It seems to me that we need better leadership in this area. The education of our children is too important for this issue to be present year after year. The fact that it gets ugly every so often shows me that we are not doing a good job of planning in this town.	6/2/2020 7:59 AM
155	Inclusion of ALL grade levels when you speak of accomplishments in your emails. There are amazing things happening at all ages-not just the high school. our youngest learners may not be winning awards, but they are doing things that are just as amazing.	6/2/2020 7:58 AM
156	Impossible presently but I would like to see more shaking hands with the staff and real pats on the back.	6/2/2020 7:56 AM
157	Dr. Sawyer for President!!!!	6/2/2020 7:55 AM
158	More recognition and understanding of what teachers are going through trying to teach from home while watching our own kids and teaching them.	6/2/2020 7:55 AM
159	I think all the layers of leadership are not helpful. I think the remote learning has proved that your teachers are resourceful and get the job done! Also with all the cooks in the kitchen and every cook wants to push their initiatives and they need to be limited, there are only so many hours in the day. If more budget cuts you need the front line more than ever now.	6/2/2020 7:54 AM
160	Being even more visible to your staff and students	6/2/2020 7:54 AM
161	As of now Dr. Sawyers hands are tied filling the State Guidelines of remote learning. I currently cannot think of where he can improve. I think he is doing a great job!	6/2/2020 7:53 AM
162	I wish we would have a definite answer about the plan for the 6 week ESY program.	6/2/2020 7:52 AM
163	Make sure to make it personal. I know that there is not a lot of time and everyone is busy, but taking the time to personally recognize or say a kind word goes a very long way.	6/2/2020 7:52 AM
164	Keep up what you're doing.	6/2/2020 7:46 AM
165	Give teachers info regarding school plans for opening this fall. What is the new normal going to look like? What are the possible scenarios?	6/2/2020 7:46 AM
166	I do not have enough interaction to answer this question. Maybe that's an area to improve on.	6/2/2020 7:44 AM
167	I cannot imagine this job or how it gets done so well. Only improvement I would see is Shrewsbury is very top heavy with roles that could be absorbed without adding more staff or titles. Teachers need additional support in classrooms not more people directing them. Too many people directing and it's difficult to follow.	6/2/2020 7:43 AM
168	Some of the videos are very long :). Many emails from many different administrators to sift through- maybe they could be condensed?	6/2/2020 7:41 AM
169	I enjoyed the added video clips included in a few of your updates	6/2/2020 7:40 AM
170	Not sure	6/2/2020 7:37 AM

Staff Feedback for the Superintendent – June 2020

171	I think he does it all perfectly!	6/2/2020 7:33 AM
172	I think he is doing a great job! I would like to see him continue to communicate frequently with his staff to help them feel supported and included in decision making.	6/2/2020 7:28 AM
173	I think Joe has done a wonderful job before the pandemic and especially during the pandemic.	6/2/2020 7:26 AM
174	More time visiting the children and having time like 15 min in each classroom . Not a walk through.	6/2/2020 7:25 AM
175	Walk throughs of every building and departments. Working with Princ. In every building to let them know that when information/or directives are given from you, that they deliver the same message across the district. There seems to be a disconnect often and therefore leads to more questions and concerns with all staff from building to building.	6/2/2020 7:22 AM
176	I would like to see him secure some type of plan to work towards the school's overcrowding, especially at the high school.	6/2/2020 7:21 AM
177	We have limited resources for seeking help with our principal. Many people joke about the poor leadership at our school and morale is low, it seems like we are stuck with it. Not sure how principals are supported or evaluated.	6/2/2020 7:20 AM
178	Nothing coming to mind	6/2/2020 7:19 AM
179	N/A I think our superintendent is doing has always done an outstanding and seems to get better each year!	6/2/2020 7:18 AM
180	I would like him to improve on his transparency when it comes to summer special education programs.	6/2/2020 7:17 AM
181	cleaner messaging and direction from Central Office Administration.	6/2/2020 7:13 AM
182	Keep on keeping on. I have nothing specific for this question. I think you do a fantastic job of managing everything! You are a great model for our district.	6/2/2020 7:12 AM
183	No suggestions	6/2/2020 7:11 AM
184	Stay strong and positive!	6/2/2020 7:07 AM
185	More feedback in developing budgets, especially budget cuts.	6/2/2020 7:04 AM
186	Continue to be proactive about connecting families with the schools through addressing technology needs, cultural considerations, and social services.	6/2/2020 7:02 AM
187	Fewer "new" initiatives until previous initiatives have had a chance to get established. I understand that many of them are state or federal requirements, but for the ones that aren't, give them a chance to breathe before moving on to something new.	6/2/2020 6:56 AM
188	During this challenging time I feel you have done a terrific job!	6/2/2020 6:56 AM
189	During these unprecedented times, we're very lucky to have you.	6/2/2020 6:55 AM
190	N/A	6/2/2020 6:55 AM
191	If possible could he definitely confirm employment for all paraprofessionals for September 2020.	6/2/2020 6:53 AM
192	He needs to be more visible in schools and to staff. He was in the building maybe 3 times over the course of the school year- not enough.	6/2/2020 6:46 AM
193	C	6/2/2020 6:46 AM
194	can't think of anything to improve on	6/2/2020 6:42 AM



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Approval of Minutes**

MEETING DATE: **6/17/20**

BACKGROUND INFORMATION:

The minutes from the School Committee Meeting held on June 10, 2020 will be provided under separate cover.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Meeting held on June 10, 2020.

STAFF AVAILABLE FOR PRESENTATION:

TBD, Chairperson

Dr. Magee, Secretary when the June 10, 2020 meeting occurred



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **XII. Executive Session**

MEETING DATE: **6/17/20**

- A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.
- B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers.
- C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” (“Purpose 2”) - Superintendent of Schools

BACKGROUND INFORMATION:

Executive session is warranted for these purposes.

ACTION RECOMMENDED:

That the School Committee enter into executive session:

- A) for the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes;
- B) for the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers; and
- C) for the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” (“Purpose 2”) - Superintendent of Schools, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body; and return to Open Session only for the purpose of adjourning for the evening.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Ms. Barbara A. Malone, Executive Director of Human Resources



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XIII. Adjournment**