BERLIN-BOYLSTON PUBLIC SCHOOL DISTRICT
BERLIN-BOYLSTON, MASSACHUSETTS

AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR SUPERINTENDENT (Interim)

Personal Information:

Name Bethann Guerard Cormier

Home Phone [redacted]

Address [redacted]

Office Phone

Cell Phone [redacted]

city state zip

Email Address [redacted]

How may we contact you? ☐ at work ☑ at home ☑ by e-mail ☑ by cell phone

Certifications Held

Certification	State
Superintendent/Assistant Superintendent (PK-12, Academic & PK-16, Vocational)	MA
Principal/Assistant Principal (PK-12)	MA
Academic Teacher – English (8-12)	MA

Are you licensed as a superintendent in Massachusetts? ☑ YES ☐ NO

Are you eligible for licensure as a superintendent in Massachusetts? ☐ YES ☐ NO

If not, have you submitted an application for certification as a superintendent in Massachusetts? ☐ YES ☐ NO

Date of application:

Current School District Information:

Are you presently under contract to a school district? Yes

If yes, when does your contract expire? 6/30/2025

Name of District Lunenburg

Position Assistant Principal

Academic and Professional Training:

High School(s), Colleges, Universities Attended	Location	Degree
Northeastern University	Boston, MA	Doctorate, Leadership and Curriculum
Worcester State University	Worcester, MA	Master's Degree, Education
Worcester State University	Worcester, MA	Bachelor of Arts, English
Tahanto Regional High School	Boylston, MA	
Notre Dame Academy	Worcester, MA	H.S. Diploma

Professional Experience:

No. Years	Dates From/To	Position	School District
One	(2024-present)	Assistant Principal	Lunenburg Public Schools
One	(2023-2024)	Principal	Wachusett Reg. School District
Two	(2021-2023)	Assessment Specialist	Worcester Public Schools
Seven	(2014-2021)	Curriculum Director	Southern Worcester County Reg. Vocational District
Eighteen	(1996-2014)	English Teacher/Dept. Chair	Auburn Public Schools
Twenty-three	(2002-present)	Adjunct Professor	Quinsigamond Community College (part time)
Five	(2020-present)	Adjunct Professor	Worcester State University (part time)

Other Relevant Work Experience and Achievements:

Thirteen (2012-Present) Professional Development Consultant - Compass Rose Educational Partnership

Fifteen (2010-Present) Professional Development Consultant - Mass Insight Education & Research

Memberships in Professional Organizations:

Mass Insight Education and Research

New England Association of Schools and Colleges

College Board Excellence in Education Advanced Placement Programming

Collaborative Partnership for Student Success in Vocational Education

References:

Please list below the names and addresses of three persons who have knowledge of your professional competence and character, whom we may contact should you become a finalist.

Name Mr. George Scobie, School Committee Chair Address [redacted]

Relationship Colleague Phone Number [redacted]

Name Ms. Bethany Dunton Address [redacted]

Relationship Colleague Phone Number [redacted]

Name Ms. Kimberly Paquette Address [redacted]

Relationship Colleague Phone Number [redacted]

A complete application form includes the following:

1. A completed and signed application form. **APPLICATIONS WILL NOT BE CONFIDENTIAL.**
2. An up-to-date resume.
3. A copy of the candidate's Massachusetts superintendent license, or evidence that the candidate is eligible for licensure as a superintendent in Massachusetts and has submitted his/her application to the Department of Education.
4. Evidence of highest degree earned (copy of diploma, license and/or certificate).
5. Three recent letters of reference (within the past three years preferred) from persons **other than those listed on the previous page**.
6. The Committee requests a personal statement describing your major educational accomplishments and the specific leadership and management skills you can bring to the superintendency of the Berlin-Boylston Public School District.

All application documents listed above must be received in the MASC office on or before **April 4, 2025** at 3:00pm.

Please note: MASC does not maintain an applicant file for use in future searches.
A new application and application materials listed are required for each search.

I understand that my application will become public information.

Signature _____ Date 3/31/25

Send all information to:

Berlin-Boylston Public Schools Search
c/o Tracy Novick
MASC
One McKinley Square
Boston, Massachusetts 02109
Telephone: (617) 523 – 8454
FAX: (617) 702 – 4111

Email all information to Ann-marie Martin: amartin@masc.org

For further information please contact Tracy Novick at tnovick@masc.org (508-579-5472)
Please do not contact school committee members or members of the school administration.

Bethann Guerard-Cormier, Ed.D.
[redacted]

Curriculum Vitae

EDUCATION

- **Doctor of Education (Ed.D.)** – Curriculum, Teaching, Learning, and Leadership
  Northeastern University, 2015
- **Master of Arts in Education** – Concentration in English Language Arts
  Worcester State University, 1998
- **Bachelor of Arts in English**
  Worcester State University, 1996

DISSERTATION

Bridging Gaps in Twenty-First Century Teacher Training
This study explored undergraduate teacher training through semi-structured interviews, examining coursework, student teaching practicums, and the transition into professional teaching. Findings highlight the need for increased opportunities for practice-based learning, mentorship, and professional identity development among student teachers.

LICENSURE

- Superintendent/Assistant Superintendent (PK-12, Academic & PK-16, Vocational)
- Principal/Assistant Principal (PK-12)
- Academic Teacher – English (8-12)

PROFESSIONAL EXPERIENCE

- Engage with leadership teams on Culturally Responsive Practice, Deepening Data Cultures, and Calibration of Educator Evaluation
- Responsible for budgeting, hiring, and facility management
- Collaborate with district administration on strategic planning, professional development
- Engage with School Council and community outreach programs
- Lead Special Education teams on IEP and 504 Team Meetings and implementation

Assistant Principal

Lunenburg Public Schools | 2024 – Present

- Oversee staff and students in a grade 3-5 elementary school
- Lead curriculum, instruction, and assessment initiatives
- Serve as 504 Coordinator and manage student support services
- Oversee MTSS supports for student learning
- Lead Behavioral Health Team and Student Support Team
- Work with principal on budgeting and staff oversight

Principal

Wachusett Regional School District | 2023 – 2024

- Led a PK elementary school with a focus on Special Education
- Supervised curriculum, instruction, and assessment strategies
- Managed special education programs, including substantially separate and inclusion classrooms
- Chaired Special Education team meetings with educators and parents
- Oversaw school budgeting, staffing, and property management
- Partnered with Central Office administrators for district-wide planning
- Oversaw IEP and 504 development and implementation
- Managed all personnel, including other administrators, BCBAs, teachers, paraprofessionals, custodians, and secretarial staff

Assessment Specialist

Worcester Public Schools | 2021 – 2023

- Directed all standardized assessment administration (MCAS, SAT, PSAT, ACCESS, etc.)
- Provided leadership on data analysis to inform instructional practices
- Communicated assessment information to students, faculty, and families (in multiple languages)
- Implemented and Supervised student tutoring programs and academic support services
- Participated in school improvement, leadership, and research committees and initiatives

Curriculum Director & Data Analyst

So. Worcester County Regional Vocational School District | 2014 – 2021

- Supervised academic staff and conducted educator evaluations
- Developed professional development initiatives and training programs
- Led School Improvement Plan implementation, elevating DESE Accountability status
- Managed district standardized assessments and curriculum alignment
- Chaired multiple committees, including NEASC Accreditation, STEM, and Early College

- Secured/managed grant funding for alternative education and professional development
- Wrote Chapter 74 grants for several vocational programs

Higher Education Faculty

Worcester State University | 2020 – Present
Quinsigamond Community College | 2002 – Present

- Teach graduate and undergraduate courses in Education, English, and Humanities
- Develop curriculum for in-person, hybrid, and online modalities
- Supervise student thesis development and IRB research
- Skilled in BlackBoard and Canvas online platforms
- Teach courses including Research in Education, Thesis Seminar, Social Emotional Learning, and Digital Literacy

Professional Development Consultant

Compass Rose Educational Partnership | 2012 – Present
Mass Insight Education & Research | 2010 – Present

- Provide DESE-vetted professional development workshops for educators
- Specialize in SEL, AI and digital literacy, early college, and instructional technology
- Develop and deliver training on Advanced Placement and Early College Pathway implementation

English Teacher & Department Chair

Auburn Public Schools | 1996 – 2014

- Led curriculum development and instructional alignment for the K-12 English Department
- Founded Auburn Educational Partnership Program to support underserved students
- Chaired NEASC Accreditation Committees (2002, 2008)
- Advised National Honor Society, Environmental Club, Classes of 2000 and 2002, and school literary magazine
- Coached varsity field hockey, earning multiple statewide championship titles and 3 MSFHCA Coach of the Year titles

PRESENTATIONS

- **Bridgewater State University** – SEL for a New Generation, Gamification in Curriculum
- **Northeastern University** – Dissertation Research on Teacher Training
- **College Board & Mass Insight** – Early College & Advanced Placement Integration

- **NEASC** – Standards and Strategies for Vocational Education

GRANTS & AWARDS

- **Student Support & Academic Enrichment Grant (2019, 2020)** – Developed alternative education programs for at-risk students
- **Collaborative Partnerships for Student Success (2018)** – STEM professional development collaboration with vocational schools & colleges
- **Bridging the Opportunity Grant (2017)** – Supported equitable access initiatives in education
- **College Board Excellence Honor Roll Award** – Recognition for district-wide Early College & AP programming
- **Mass Insight Education & Research Partnership in Excellence Award**

References available upon request.

Massachusetts Department of
Elementary & Secondary Education

UNOFFICIAL LICENSE INFORMATION

Bethann Cormier
[redacted]

This license information was generated by the educator from the Department's electronic licensure file, ELAR. It should not be taken as proof of current licensure or as an official record. The Department advises that verification of this information via ELAR is always necessary.

Educator: Bethann G Cormier

License #: [redacted]

MEPID: [redacted]

Original Certification Date: 08/06/1996

FIELD(LEVEL)	CATEGORY	APPLICATION TYPE	ISSUE DATE	EXPIRATION DATE
*English (9-12)	ACADEMIC	Professional	06/29/00	06/26/25
Principal/Assistant Principal (9-12)	ACADEMIC	Initial	04/02/09	**
Principal/Assistant Principal (5-8)	ACADEMIC	Initial	04/08/09	**
Principal/Assistant Principal (PreK-6)	ACADEMIC	Initial	03/22/10	**
Superintendent/Assistant Superintendent (All Levels)	ACADEMIC	Initial	11/16/16	**
SEI-Admin (Level depends on prereq license)	ACADEMIC	Endorsement	05/03/19	***
VocTech Superintendent/Assistant Super (9-14)	VOCED	Initial	06/27/17	**

*** Primary Area**

**** Valid for five (5) years of employment.**

***** Due to varying requirements, please pay attention to the specific requirements for the potential of renewing an endorsement.**

Please contact the Department of Elementary and Secondary Education customer service at 781-338-6600, if your license information above is incorrect or incomplete.

ELAR

Official Academic Transcript from

Northeastern University

Statement of Authenticity
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Sending School Information
Northeastern University
Transcript Office
360 Huntington Avenue
Boston, MA 02115
Telephone: 617-373-2300
School Web Page: http://www.neu.edu
Accreditation: New England Association of Schools and Colleges, Comm on Institutions of Higher Ed (NEASC-CIHE)

Student Information
Student Name: Bethann Guerard Cormier
Numeric Identifier: 001982169
Birth Date: Not Provided By the Sending School
Student Email: cormier.b@husky.neu.edu

Receiver Information

bgcormier5@gmail.com

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Document Information
Transmitted On: Thu, 18 February 2016
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Northeastern

Office of the University Registrar
120 Hayden
360 Huntington Avenue
Boston, MA 02115-5000
email: transcripts@neu.edu web: http://www.northeastern.edu/registrar/

Record of: Bethann Guerard Cormier NUID: [redacted]
Issued To: Bethann G Cormier
[redacted]

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	0.000	0.000	0.000	0.000
TOTAL TRANSFER	0.000	0.000	0.000	0.000
OVERALL	0.000	0.000	0.000	0.000

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NORTHEASTERN UNIVERSITY



Northeastern

Office of the University Registrar
120 Hayden
360 Huntington Avenue
Boston, MA 02115-5000
email: transcripts@neu.edu web: http://www.northeastern.edu/registrar/

Record of: Bethann Guerard Cormier NUID: [redacted]
Issued To: Bethann G. Cormier
[redacted]

Primary Program
Doctor of Education
College : College of Professional Studies
Major : Education
Maj/Concentration : Curr, Teaching, and Leadership

Degree Awarded Doctor of Education 24-SEP-2015
Primary Degree
College : College of Professional Studies
Major : Education
Maj/Concentration : Curr, Teaching, and Leadership

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
INSTITUTION CREDIT:						
Winter 2013 CPS Quarter						
EDU	7202	Transforming Human Systems	3.00	A	12.000	
EDU	7209	Intro to Doctoral Studies	3.00	A	12.000	
		Ehrs: 6.000 GPA-Hrs: 6.000 QPts:	24.000	GPA:	4.000	
Spring 2013 CPS Quarter						
EDU	7210	Leadership Theory and Research	3.00	A	12.000	
EDU	7214	Learning and Human Development	3.00	A	12.000	
		Ehrs: 6.000 GPA-Hrs: 6.000 QPts:	24.000	GPA:	4.000	
Summer 2013 CPS Quarter						
EDU	7213	Education Entrepreneurship	3.00	A	12.000	
EDU	7217	Ed Systems Policy/Values/Pract	3.00	A-	11.001	
EDU	7242	Situated Leadership	3.00	A-	11.001	
		Ehrs: 9.000 GPA-Hrs: 9.000 QPts:	34.002	GPA:	3.778	
Fall 2013 CPS Quarter						
EDU	7280	Fundamentals of Research	3.00	A	12.000	
		Ehrs: 3.000 GPA-Hrs: 3.000 QPts:	12.000	GPA:	4.000	

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:						
Winter 2014 CPS Quarter						
EDU	7216	Social Justice & Educ Equity	3.00	A	12.000	
EDU	7281	Research Design	3.00	A	12.000	
		Ehrs: 6.000 GPA-Hrs: 6.000 QPts:	24.000	GPA:	4.000	
Spring 2014 CPS Quarter						
EDU	7272	Global Perspctives Org Culture	3.00	A	12.000	
EDU	7283	Proposal Dev - Qualitative	3.00	A	12.000	
		Ehrs: 6.000 GPA-Hrs: 6.000 QPts:	24.000	GPA:	4.000	
Summer 2014 CPS Quarter						
EDU	7244	Curriculum Theory and Practice	3.00	A	12.000	
EDU	8790	Doctoral Thesis Seminar	6.00	A	24.000	
		Ehrs: 9.000 GPA-Hrs: 9.000 QPts:	36.000	GPA:	4.000	
Fall 2014 CPS Quarter						
EDU	8791	Doctoral Thesis Continuation	0.00	A	0.000	I
		Ehrs: 0.000 GPA-Hrs: 0.000 QPts:	0.000	GPA:	0.000	
Winter 2015 CPS Quarter						
EDU	8791	Doctoral Thesis Continuation	0.00	A	0.000	I
		Ehrs: 0.000 GPA-Hrs: 0.000 QPts:	0.000	GPA:	0.000	
Spring 2015 CPS Quarter						
EDU	8791	Doctoral Thesis Continuation	0.00	A	0.000	I
		Ehrs: 0.000 GPA-Hrs: 0.000 QPts:	0.000	GPA:	0.000	

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Record of: Bethann Guerard Cormier NUID: [redacted]

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	45.000	45.000	178.002	3.956
TOTAL TRANSFER	0.000	0.000	0.000	0.000
OVERALL	45.000	45.000	178.002	3.956

********** END OF TRANSCRIPT **********

******* END OF STUDENT ******

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120 Hayden Hall
Boston, MA 02115

SCALE OF GRADES AND COMMENTS TO ACCOMPANY TRANSCRIPTS

Effective Fall 2009:

As of Fall 2009 Northeastern University converted its Student Information System. All courses and Programs were converted.

Northeastern University Course Numbering

UNDERGRADUATE

Orientation and Basic	**0001-0999**
No degree credit	
Introductory Level (First year)	**1000-1999**
Survey, Foundation and Introductory courses normally with no prerequisites and designed primarily for students with no prior background	
Intermediate Level (Sophomore/Junior year)	**2000-2999**
Normally designed for sophomores and above, but in some cases open to freshman majors in the department.	
Upper Intermediate Level (Junior year)	**3000-3999**
Designed primarily as courses for juniors. Pre-requisites are normally required and these courses are pre-requisites for advanced courses.	
Advanced Level (Senior year)	**4000-4999**
Designed primarily for juniors and seniors, or specialized courses. Includes research, capstone and thesis.	

GRADUATE

Orientation and Basic	**0001-0999**
No degree credit	
1st level graduate	**5000-5999**
Courses primarily for graduate students and qualified undergraduate students with permission	
2nd level graduate	**6000-6999**
Generally for Master's only and Clinical Doctorate	
3rd level graduate	**7000-7999**
Master's and Doctoral level classes. Includes Master's Thesis	
Clinical/Research/Readings	**8000-8999**
Includes Comprehensive Exam Preparation	
Doctoral Research and Dissertation	**9000-9999**

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Northeastern University Grade Scale

Letter Grade	Numerical Equivalent	Explanation
A	4.0	Outstanding Achievement
A-	3.667	
B+	3.333	
B	3.0	Good Achievement
B-	2.667	
C+	2.333	
C	2.0	Satisfactory Achievement
C-	1.667	
D+	1.333	
D	1.0	Poor Achievement
D-	0.667	
F	0.0	Failure
I		Incomplete
IP		In Progress
NE		Not Enrolled
NG		Grade not reported by Faculty
S		Satisfactory (Pass/Fail basis; counts toward total degree requirements)
U		Unsatisfactory (Pass/Fail basis)
X		Incomplete (Pass/Fail basis)
L		Audit (no credit given)
T		Transfer
W		Course Withdrawal

Course Comments

E	Course excluded from GPA
HON	Honors level course
I	Course included in GPA

LAW SCHOOL

CR	Credit
F	Fail
H	Honor
HH	High Honor
I	Incomplete
MP	Marginal Pass
P	Pass

Earned Hours

Northeastern University offers both quarter hour and semester hour programs.

Quarter Programs: For student records including quarter hours, the approved semester hour conversion rate is as follows: QH x .75. For example a 4-credit quarter course is equivalent to 3 credit semester courses.
Semester Programs: Traditional semester hours apply.

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Turkey Hill Elementary School

Norm Yvon,
Principal
[redacted]

Dr. Bethann Cormier,
Assistant Principal
[redacted]

March 31, 2025

It is bittersweet for me to write this letter of recommendation for Dr. Bethann Cormier. She is an excellent partner and outstanding support for our school and our district. I would be very happy to keep her here in Lunenburg, however I understand her desire to further her career and professional challenges.

Dr. Cormier is an extremely positive educator. Her response to any request is, "We can do it." Her students are always at the forefront in her thinking and planning. The bottom line is that Dr. Cormier does whatever it takes to help her teachers be their best and to help her students learn. That effort is evidenced in her teachers' performance and her students' progress. She can set district priorities and goals and focus her work, in curriculum, staffing, and budgeting, on meeting those goals. She is capable of carefully and sensitively making the tough decisions necessary in running a school district.

Dr. Cormier's experiences, from the classroom to central office, will support her well as your interim Superintendent of Schools. In particular her work with curriculum will support focused instruction for student achievement. Her work supporting and developing teachers will serve her well in supporting and coaching your administrators as they support their teachers. She will seek community input and keep the school community and the greater communities of Berlin and Boylston informed and invested. I would not be surprised if, after this interim period ends, you wind up considering Dr. Cormier for a permanent Superintendent position.

It is with great pleasure, and some measure of selfish hesitation, that I most highly recommend Dr. Bethann Cormier to be your next Interim Superintendent of Schools.

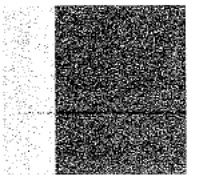
If you need any further information, please feel free to contact me.

Sincerely,

Norman Yvon
Principal

129 Northfield Road, Lunenburg, MA 01462
(978) 582-4110 Fax: (978) 582-4109

Cynthia Germain Bazinet, Ph.D.
[redacted]



January 27, 2023

Re: Bethann G. Cormier, Ed.D.

To Whom It May Concern:

It is with great pride and pleasure that I write this letter of recommendation for Bethann Cormier. I have known Bethann for many years in her capacity as my colleague, department chair, and friend.

Where to start? Bethann is unquestionably one of the most insightful, talented, and respected educators I've ever had the pleasure of knowing. Unfailing in her generosity and support, Bethann is a joy to work for and with. Always ready with a smile, an idea, or simply an expression of appreciation, Bethann is the sort of individual who can effectively create a sense of team based on mutual respect and shared vision. Even when in the position of having to deliver bad news or offer pointed critiques, Bethann's temperament and demeanor fosters meaningful collegiality and mutual support. I have seen her deftly defuse many a tense moment during difficult meetings over the past ten years. In fact, I have often expressed my personal respect for her self-control, her understanding, and her professionalism, even when those around her lack those same qualities. Moreover, Bethann is consistently receptive to new ideas and approaches when tasked with solving organizational or systemic problems. In short, Dr. Cormier personifies the sort of creative and collaborative leadership that is needed to effect real and lasting change that benefits students, educators, and administrators alike.

As if that weren't enough, Bethann is a gifted teacher and coach. She has a talent for motivating students and athletes to do their best, even when circumstances are adverse. Never losing sight of the humanity of her work, Bethann's dedication to the whole individual—whether that individual is a child, student athlete, or colleague—is clearly evident in all she does. The respect and devotion she is accorded as a result of her efforts speak to the qualities I have described. I cannot recommend anyone more wholeheartedly than I do Dr. Cormier and would even go so far as to say that any organization that fails to "let her in" is making a grave error.

Sincerely,

Cynthia G. Bazinet, Ph.D.



Mass Insight
EDUCATION

January 10, 2023

Bethann Cormier invites professional challenges and faces them head-on. I met Bethann when she was teaching AP Language and Composition and chairing the English Department at Auburn High School. Auburn HS shares Mass Insight Education 's goal to expand AP opportunities in English, Math, and Science. Meeting this goal required a culture shift, and believing in the potential of all students, Bethann offered to lead her department in this effort. As the partnership developed, Bethann assumed the administrative role of Lead Teacher for two clusters of schools, fourteen in all. Bethann organizes study sessions for students, oversees the administration of a mock exam, and serves as a mentor to the teachers in those fourteen schools.

It came as no surprise when Bethann was appointed District Curriculum Coordinator/Data Analyst at Bay Path Vocational Technical School District. Her talents are a custom fit for this position. She is tireless in her efforts to ensure that students receive the most rigorous, enriching education possible. I have observed Bethann teach, mentor, coordinate, and implement programs. I marvel at the ease with which she meets her professional responsibilities.

Many of our conversations have been about helping teachers develop their skills. She enjoys the respect not only of the teachers she works with day-to-day but also of the teachers in the fourteen Mass Insight partner schools. Both new and veteran teachers have commented how much they appreciate her guidance and advice. Bethann will also be working with me in Mass Insight's AP teacher training workshops this year.

Bethann's professional experience, scholarly research, commitment to best practices, and enthusiasm for learning make her an ideal candidate for the position at Worcester State College. Her belief in the importance of professional development and relevant training for new teachers along with her affable nature and willingness to collaborate will contribute to her success.

Please contact me if you have any questions or concerns.

Sally Guadagno
Director of English Services Mass
Insight Education
[redacted]

Bethann Guerard-Cormier, Ed.D.
[redacted]

March 31, 2025

Mr. Michael Totman, School Committee Chair
Berlin-Boylston Regional School District
215 Main Street
Boylston, MA 01505

Dear Mr. Totman and Members of the Search Committee:

I am pleased to submit my application for the position of Interim Superintendent of the Berlin-Boylston Public Schools. My core values align seamlessly with the district's commitment to fostering an inclusive, student-centered learning environment where every student is supported and challenged to achieve personal and academic excellence. By embracing differences and inspiring futures, we lay the foundation for every student's success.

School leadership is dynamic and ever-evolving. In this role, I aim to leverage my deep expertise and leadership acumen to empower principals, teachers, and staff as they navigate the complexities of a school community. With extensive experience spanning leadership, curriculum, assessment, and instruction, I am well-equipped to support and elevate educational outcomes across the district.

Since 2014, I have served as a public school administrator in urban, regional, and vocational districts. My leadership journey includes roles as Curriculum Director for a 10-town regional vocational district, Principal of a PK inclusion elementary school, Assistant Principal, and Assessment Specialist for Worcester Public Schools. I hold licensure as both an Academic and Vocational Superintendent. I am also certified as a Principal/Assistant Principal (Pre-K–12) and an Academic Teacher of English (8–12) with SEI endorsement.

During my administrative career, I have worked closely with superintendents and administrative colleagues to supervise professional staff; oversee hiring and professional development; monitor budgets, develop revenue-generating programs, and gain grant funding; and develop strategic action plans for school improvement. I have conducted deep dives into state accountability data, developed initiatives that strengthened instructional quality, enhanced leadership effectiveness, and elevated student achievement.

I am deeply committed to promoting district initiatives and cultivating a network of collaborative community leaders to ensure that students receive a high-quality education that prepares them for success in career, college, or military pursuits. I am also invested in deepening the data culture already established in your district.

Beyond PK–12 leadership, my role as an adjunct college professor provides me with insight into current research on educational leadership, organizational change, alternative education, and adult learning theory. In collaboration with colleagues in higher education, I have developed early college high school programs and established career pathways for multiple PK–12 districts.

What sets me apart as a candidate for this position is that I grew up in Berlin with four older siblings. We all attended Berlin Memorial School and Tahanto Regional High School, played a variety of sports, and immersed ourselves in extracurricular activities. My two sisters continue to live in Berlin. Working in the district would be a homecoming for me; it would be an honor to contribute to the school district's rich culture as its Interim Superintendent.

Recently, a student from a local primary school won the regional "My Ideal School" contest, sponsored by the Massachusetts School Building Authority. In describing his vision of building the perfect school, he wrote, "This school will be astonishing." His words resonate deeply with me because that is precisely what every school should be—astonishing. If selected for this role, I will bring my experience, passion, and unwavering dedication to cultivating a culture of excellence that ensures every student learns in an astonishing environment.

Thank you for your time and consideration. I welcome the opportunity to further discuss how my leadership and vision align with the district's goals.

Sincerely,
Bethann Guerard Cormier, Ed.D.

Bethann Guerard-Cormier, Ed.D.
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Personal Statement

Throughout my career in education, I have been committed to fostering student success, improving instructional quality, and leading strategic initiatives that drive educational excellence. My experience in curriculum development, assessment, administration, and policy implementation has equipped me with the leadership and management skills necessary to guide the Berlin-Boylston Public Schools effectively as Interim Superintendent.

With a Doctor of Education (Ed.D.) in Curriculum, Teaching, Learning, and Leadership, my expertise is deeply rooted in evidence-based practices that enhance instructional effectiveness. My dissertation research, *Bridging Gaps in Twenty-First Century Teacher Training*, underscores my dedication to strengthening teacher preparation programs and mentoring educators to ensure sustainable professional growth. As an administrator in urban, regional, and vocational settings, I have successfully led curriculum alignment efforts, developed early college pathways, and implemented innovative assessment strategies that have positively impacted student outcomes.

Leadership in education requires the ability to build strong relationships, promote data-driven decision-making, and support educators in navigating the evolving challenges of teaching and learning. My experience as Principal and Assistant Principal has provided me with extensive hands-on experience in school operations, including hiring and professional development, budget oversight, facility management, and special education programming. My work as a Curriculum Director and Data Analyst has refined my ability to interpret and utilize state accountability data to drive school improvement efforts, elevating district performance and ensuring compliance with state and federal education mandates.

Additionally, my background in higher education as an adjunct professor allows me to bridge the gap between K-12 and postsecondary education, fostering strong partnerships that expand opportunities for students through early college initiatives and career pathways. I have successfully collaborated with superintendents, school committees, and community leaders to implement grant-funded initiatives that enhance educational access and equity for all students.

I believe that a successful superintendent must be a collaborative leader who values transparency, communication, and shared decision-making. In Berlin-Boylston, I am eager to bring my experience, passion, and dedication to fostering an inclusive and student-centered learning environment. My goal is to work closely with district stakeholders to strengthen community engagement, support educator development, and ensure that all students receive the highest quality education that prepares them for future success.

I welcome the opportunity to contribute my leadership and expertise to the Berlin-Boylston Public Schools and look forward to the possibility of supporting the district in its mission to provide an exceptional learning experience for every student.