BERLIN-BOYLSTON PUBLIC SCHOOL DISTRICT
BERLIN-BOYLSTON, MASSACHUSETTS

AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR SUPERINTENDENT (Interim)

Personal Information:

Name Donna Flaherty, Ed. D. Home Phone

Address [redacted] Office Phone

[redacted] 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 in Massachusetts

Special Education Administrator in MA

Principal K - 12 in 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? June 30, 2025

Name of District ACCEPT Education Collaborative

Position Executive Director (akin to a Superintendent)

Academic and Professional Training:

High School(s), Colleges, Universities Attended	Location	Degree
Doctorate of Education	Rivier University	Ed.D.
Certificate of advanced Graduate Students	Rivier University	CAGS
Master of Education: Special Education	Rivier University	MEd
Master of Education: Elementary	Rivier University	MEd
Bachelor of Science: Computer Science	UMass Lowell	BS/CS
High School Diploma	Tewksbury, Ma	HS Diploma

Professional Experience:

No. Years	Dates From/To	Position	School District
6	2019 - 2025	Executive Director Accept Education	Collabortive
3	2016 - 2019	Assistant Superintendent	North Andover, MA
4	2012 - 2016	Director of Student Services,	Georgetown, MA
2	2010 - 2012	Director of Student Services,	City of Battle Creek, MI
5	2005 - 2010	Assistant Principal	Hudson, NH
2	2003 - 2005	ELA & Mathematics Teacher	Hudson, NH
9	1994 - 2003	Learning Disabilities Specialist	Manchester, NH

Other Relevant Work Experience and Achievements:

6 years School Committee Litchfield, NH

5 years Town Finance Committee Litchfield, NH

MASS Presenter

MA Educator Preparation Program Reviewer

Various Building Committees & Collective Bargaining Committees

Vice President of MA Organization of Education Collaboratives

Leadership Institute for Superintendents & District Leaders Harvard University

Women in Educational Leadership Harvard University

Memberships in Professional Organizations:

MA Association of School Superintendents (MASS)

Tri-County Superintendents Round Table

MA Administrators of Special Education (MAASE)

Association of Curriculum & Development (ASCD)

MA Organization of Education Collaboratives

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 Dr. Gina Flannagan Address Newton Public School District

Relationship Colleague Phone Number [redacted]

Name Dr. Kate Burnham Address Lunenburg, MA Superintendent

Relationship Colleague Phone Number [redacted]

Name Dr. Carol Cavanaugh Address Hopkinton, MA Superintendent

Relationship Supervisor Phone Number [redacted]

A complete application form includes the following:

X 1. A completed and signed application form. **APPLICATIONS WILL NOT BE CONFIDENTIAL.**

X 2. An up-to-date resume.

X 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 _____

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.

Donna Flaherty, Ed.D.
[redacted]

Education:

Doctor of Education: Leadership and Learning	*Rivier University*
Certificate of Advanced Graduate Studies: Educational Leadership	*Rivier University*
Master of Education: Special Education	*Rivier University*
Master of Education: Elementary Education	*Rivier University*
Bachelor of Science: Computer Science	*UMass Lowell*

Licenses: **License#:** [redacted]

Superintendent/Assistant Superintendent
Special Education Administrator K-12
Principal/Assistant Principal K-12
Elementary 1-6; Middle School 5-9
Learning Disabilities Specialist (NH License)

Experience:

Executive Director *2019 – Present*
ACCEPT Education Collaborative, Natick, MA

- Similar to a Superintendent's responsibilities, oversee the entirety of the Collaborative to meet the ongoing needs of the 16-member districts' Board of Directors, communities, staff and students.
- Lead the Collaborative of over 300 staff to provide exemplary services in the following areas: Special Education Programs Pre-K – age 22 years; Transportation, Professional Development, School Consultation, Medicaid, Home-Based Services, Job Alike Professional Groups and virtual high school.
- Responsible for the collaborative efforts of developing an 18.5 million dollar budget guided by the five-year Strategic Plan.
- Developed and obtained competitive grants with a total value of near 2 million dollars
- Facilitated the New Special Education Directors Leadership 2-year Institute.
- Collaborated with all stakeholders to develop special education student programs in the areas of social emotional learning, Life Skills, Autism, Transition for Young Adults 18 – 22 years of age and Pre-K.
- Collaborated to conduct an analysis and overhaul of ACCEPT's reading and mathematics programs to obtain high quality curriculum that included professional development for teachers & paraprofessionals to collect, analyze and apply student data to improve student learning outcomes.
- In collaboration with the SEL Coordinator, developed a new social emotional program including data collection and analysis over the course of 3 years utilizing $350,000 of competitive grant money.

Assistant Superintendent of Student Services *2016 – 2019*
North Andover, MA Public School District

- Collaborated on the development of the annual Professional Development Plan, district Accommodation Plan, District Improvement Plan, and District Long Range Goals
- Participated in the annual budget development process
- Wrote and oversaw the implementation of Federal and State Grants
- Created '*Raise Awareness*' Cable Show to highlight information and significant happenings for the community

- Participated in teacher and other groups collective bargaining
- Oversaw all Student Services Departments: Special Education, Social/Emotional Learning; School Psychologists, Nursing, Guidance, BCBAs, 504
- Guided special education program development, curriculum, assessment, and instruction to develop innovative researched-based practices to meet the diverse needs of students
- Collaborated on the development and implementation of the Educator Evaluation System
- Participated in community meetings: School Committee, Budget Hearings, Town Meeting

Director of Student Services *2012 – 2016*
Georgetown, MA Public School District

- All duties and responsibilities of Central Office Leader holding the title of Director of Student Services, such as:
- Lead special education program development, curriculum, assessment, and instruction to develop innovative researched-based practices to meet the diverse needs of students.
- Participated in all aspects of developing, presenting and monitoring the annual budget.
- Collaborated with the Director of Curriculum & Assessment and Principals to ensure student access and equity
- Participated in teacher and other groups collective bargaining

Director of Student Services *2010 – 2012*
City of Battle Creek, Michigan Public Schools

- All duties and responsibilities of Central Office Leader holding the title of Director of Student Services.

Assistant Principal of Memorial Middle School of 1,350 students 2005 – 2010
ELA & Mathematics Teacher *2003 - 2005*
Hudson, NH Public Schools

- Special Education LEA & 504 Coordinator
- Supervised, Evaluated, and Mentored professional staff and paraprofessionals
- Developed Programs, created master schedule, and delivered professional development
- Instructed and assessed 7th & 8th grade students in ELA and mathematics

Learning Disabilities Specialist *1994 – 2003*
City of Manchester, NH Public Schools

- Instructed & collected data for students aged K-5; conducted standard assessments.

Additional Relevant Experience:

Leadership Institute for Superintendents and District Leaders *2018*
Harvard University, Cambridge, MA
Women in Educational Leadership *2016*
Harvard University, Cambridge, Ma
MASS Presenter *2016*
Creating a vertical Social Emotional Learning Environment
Educator Preparation Program Reviewer *2014*
Purpose to evaluate Massachusetts Educator Preparation Programs

Publications:

Academic Participation of Students with Autism through Computer-Mediated Communication 2013
Dissertation

Massachusetts Department of
Elementary & Secondary Education

UNOFFICIAL LICENSE INFORMATION

Donna ~~Straight~~ Flaherty
[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: Donna ~~F Straight~~ Flaherty License #: [redacted]

MEPID: [redacted] Original Certification Date: 09/01/1995

FIELD(LEVEL)	CATEGORY	APPLICATION TYPE	ISSUE DATE	EXPIRATION DATE
Elementary (1-6)	ACADEMIC	Initial	09/01/95	**
Middle School (5-9)	ACADEMIC	Initial	09/01/95	**
Special Education Administrator (All Levels)	ACADEMIC	Professional	02/14/17	02/13/22
Principal/Assistant Principal (9-12)	ACADEMIC	Initial	03/20/14	**
Principal/Assistant Principal (5-8)	ACADEMIC	Initial	03/20/14	**
Principal/Assistant Principal (PreK-6)	ACADEMIC	Initial	03/20/14	**
Superintendent/Assistant Superintendent (All Levels)	ACADEMIC	Initial	05/02/14	**
SEI-Admin (Level depends on prereq license)	ACADEMIC	Endorsement	06/30/16	***
**** 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 Educator Licensure And Renewal

Massachusetts Department of ELEMENTARY & SECONDARY EDUCATION

State of New Hampshire

State Board of Education

BEGINNING EDUCATOR CERTIFICATE

CODE IDENTIFICATION ON REVERSE SIDE.

NO. 0053455-034524179

VALID DATE FROM 09/24/97 6/30/00

ENDORSEMENT(S)	ISSUE DATE	ENDORSEMENT(S)	ISSUE DATE	ENDORSEMENT(S)	ISSUE DATE
1811	04/18/94	1900	06/06/98		

DONNA M STRAIGHT
[redacted]

THIS CERTIFIES THAT THE PERSON NAMED ABOVE IS AUTHORIZED FOR EMPLOYMENT IN NEW HAMPSHIRE SCHOOLS IN ACCORDANCE WITH RSA 186:11,X.

Elizabeth M. Twomey
COMMISSIONER OF EDUCATION

The Commonwealth of Massachusetts
Department of Education
Educator's Certificate

THIS IS TO CERTIFY THAT THE PERSON NAMED HEREON IS QUALIFIED UNDER THE PROVISION OF GENERAL LAWS, C.15, S.1G, C.71, S.38G, C.71A, 71B AS AMENDED AND UNDER THE REGULATIONS PRESCRIBED BY THE BOARD OF EDUCATION, AND IS ELIGIBLE FOR APPOINTMENT IN THE PUBLIC SCHOOLS OF MASSACHUSETTS TO SERVE IN THE CAPACITY INDICATED. THE CERTIFICATE IS VALID AS ISSUED UNLESS REVOKED FOR CAUSE.

Educator: Donna F. Straight
SSN: [redacted]

Certificate #: [redacted]
Original Certification Date: 09/01/95

FIELD (LEVEL)	STAGE	ISSUED	EXPIRES
Elementary (1-6)	Prov/Adv	09/01/95	***
Middle School (5-9)	Prov/Adv	09/01/95	***
NO ENTRIES BELOW THIS LINE			

Robert V. Antonucci
Robert V. Antonucci
COMMISSIONER OF EDUCATION

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

Rivier University

To all persons to whom this writing shall come

Greetings in the Lord

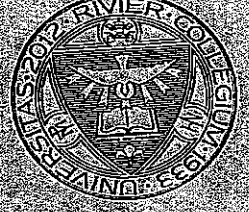
Be it known that the President, Faculty, and Board of Trustees of Rivier University
In recognition of the successful completion of the requisite course of study
and by virtue of the authority granted by charter of the
State of New Hampshire have conferred upon

Donna Marie Flaherty

the degree of

Doctor of Education

with all the rights, privileges, and honors thereunto appertaining.
In witness whereof, the signatures of duly authorized officers of the
University and its corporate seal have been affixed to this diploma.
Given this eleventh day of May in our Lord's year
two thousand and thirteen.



Chair of the Board of Trustees

Sister Paula Marie Buley, IHM
President

Lunenburg Public Schools

The Mission of the Lunenburg Public Schools is to provide all students with the skills, confidence, and passion for life-long learning so that they may find their own paths to successful careers, active citizenship, and rewarding lives.

Dr. Kate Burnham
Superintendent of Schools

Julianna Hanscom
Director of Special Services

Dr. Deborah Bookis
Director of Teaching & Learning

Dr. Susan Gilson
Director of Finance & Administration

To Whom It May Concern:

It is my distinct pleasure to write this letter of recommendation for Dr. Donna Flaherty. I met Dr. Flaherty seventeen years ago when we embarked on an intellectual endeavor, earning our doctoral degrees. The doctoral program was a cohort model, and as a result, we spent five years together challenging, supporting, and learning from each other. In 2016, I had the opportunity to work alongside Dr. Flaherty in the Student Services Department in North Andover Public Schools. The opportunity to work with Dr. Flaherty confirmed all that I had come to know of her through our doctoral studies.

As Assistant Superintendent for Student Services, Dr. Flaherty carried the responsibility of overseeing all student services for the district, including special education, guidance, nursing, and social/emotional/behavioral health. She created the Student Services Department, which involved hiring five Special Education Directors, Director of Out-of-District Placement, Director of Nursing Services, Director of Guidance, and Director of Social Emotional Learning, most of whom were new to the district. The reorganization required communication to the community and staff regarding the rationale for the changes, in addition to providing mentoring support and professional development for the new department leaders.

Communication about student services was such a high priority for Dr. Flaherty that she attended faculty meetings across the district to discuss the reorganization and restructuring of the department, provided an overview of student services and answered faculty questions. She dedicated a portion of the Superintendent's monthly newsletter to continue working toward developing a common understanding and common language around student services district-wide. Additionally, she collaborated with the local cable television station to create a new show dedicated to highlighting the student services in the district for parents and community.

In her first year in the role of Assistant Superintendent, Dr. Flaherty made a significant financial impact in the district by creating programming that enabled the district to have students return to their neighborhood schools from out-of-district placements. In one year, she cut the cost of out-of-district placements by $500,000. Not only was this a cost savings for the district, but families were very pleased to have their children back in their neighborhood schools with friends and siblings.

A significant portion of North Andover's strategic plan at that time focused on social emotional learning and Dr. Flaherty assumed the responsibility for its execution. The district developed a tiered system of supports at all levels simultaneously. This required long-term and short-term strategic planning around professional development, hiring of staff, and use of resources. Change is a process that can involve bumps along the way. Dr. Flaherty was able to problem-solve for both anticipated and unanticipated bumps along the way in order to maintain forward progress.

Dr. Flaherty has an extraordinary background from which to draw as she navigates her career with a focus on the critical components of learning for all students. Her experience as an Assistant Superintendent working with educational collaboratives made her uniquely poised for the ACCEPT Collaborative Executive Director position. Dr. Flaherty understands the complexities facing school systems in developing a comprehensive system of social emotional programs, supports, and curriculum in both general and special education. She understands the changing needs of districts, both in terms of student programming needs and professional development needs for staff.

Knowing and working with Dr. Flaherty over the last seventeen years in a variety of settings, I know her to be a very intelligent and thoughtful person, extremely knowledgeable about education law, and very capable of making difficult decisions that are in the best interest of students. She is an astute observer, an attentive listener, and articulate communicator. Dr. Flaherty consistently presents herself in a dignified and professional manner. Her personality may be more reserved, but I assure you that she is a confident leader; a leader capable of success in any position of her choosing.

Dr. Flaherty is a leader who recognizes that one must remain energized and excited about the work in order to contribute to any organization at the highest level. She is a leader who likes to challenge herself and recognizes that challenge can come in a variety of roles and settings. What I admire most about her is her belief that our career paths are not always linear, rather we continue to advance, grow and contribute at high levels when we seek out new opportunities where our leadership skills are a just right fit. Dr. Flaherty has my highest recommendation without reservation. Please do not hesitate to reach out if I can be of further assistance.

Sincerely,

Kate Burnham

Kate Burnham, Ed.D.
Superintendent of Schools

1025 Massachusetts Avenue, Lunenburg, Massachusetts 01462
978 582-4100 ~ fax 978 582-4103

NEWTON PUBLIC SCHOOLS
Where every student can thrive

Office of Teaching & Learning

March 18, 2025

To Whom It May Concern,

It is my pleasure to write this letter of recommendation for Dr. Donna Flaherty in support of her application for a special education leadership position. I have had the privilege of working closely with Dr. Flaherty for 3 years in my former role as Deputy Director at ACCEPT Educational Collaborative. As Executive Director of ACCEPT Collaborative, Dr. Flaherty demonstrated strategic leadership, collaboration, and a deep commitment to student success.

One of Dr. Flaherty's most admirable qualities is her ability to foster collaboration among educators, administrators, and the broader school community. She worked tirelessly to bring together diverse stakeholders to come up with meaningful solutions that resulted in significant improvements in the Collaborative's special education programming and student achievement goals.

Dr. Flaherty is deeply committed to student outcomes and strategically implemented data-driven decision-making processes to enhance academic and social skills achievement. Dr. Flaherty's focus on equity for all students resulted in high quality curriculum, relevant professional development and engaging instruction that benefited both students and staff. She developed strong community partnerships to ensure that our students were given every opportunity to be successful in their future careers or vocations.

When it comes to programming, meeting the needs of students and budget related issues, Dr. Flaherty demonstrated the appropriate balance of out of the box thinking with fiscal responsibility. Her thoughtful strategic planning and grant writing skills resulted in offsetting the costs of curriculum and professional development ensuring that students and teachers had access to valuable resources that were found in many high performing districts.

One of Dr. Flaherty's most impressive qualities is her comprehensive knowledge of special education programming and laws. Her expertise ensures compliance with legal requirements while advocating for best practices that effectively serve students with disabilities. She is seen as an expert in the field and facilitated the Special Education Leadership Institute that assisted many special education administrators throughout the state in developing proactive management and leadership skills. Dr. Flaherty's decision-making skills are thoughtful, informed, and student-centered, always prioritizing what is best for the educational community as a whole.

I have no doubt that Dr. Flaherty will bring the same dedication, strategic vision, and passion for student success in any role related to special education leadership. Please feel free to contact me if you require any further information.

Sincerely,

Gina Flanagan

Gina Flanagan, Ed.D.
Assistant Superintendent for Teaching & Learning

NORTH ANDOVER PUBLIC SCHOOLS
566 Main Street
North Andover MA 01845
Phone: (978) 794-1503
FAX: (978) 794-0231

January 31, 2019

ACCEPT Education Collaborative
4 Tech Circle
Natick MA 01760

Recommendation: Dr. Straight

It is with great enthusiasm that I write this letter of recommendation for Donna Straight in support of her candidacy for the position of Executive Director for ACCEPT Education Collaborative. Straight is an extremely skilled administrator who has led our student services division as Assistant Superintendent since June 2016.

I have worked closely with Donna both in my role as Assistant Superintendent for Teaching & Learning and most recently as Superintendent of Schools. I've witnessed Donna working effectively as a leadership team member of both the central office and the district. She is committed to a shared vision of educating all students through best practices and high expectations of learning for all students and staff.

Both North Andover Public Schools and students have benefitted from Dr. Straight's efforts, which include the following initiatives: working collaboratively with administration and staff to develop in-district programming to keep students in town, developing a comprehensive student services five-year plan, restructuring our special education model to provide more inclusion opportunities for students receiving special education services, creating and implementing a social emotional learning program with a dedicated director, and unifying our guidance, nursing, and special education departments. In addition, Dr. Straight has been instrumental in the creation of the district Strategic Plan and an active participant in the budget development process.

As a leader, Dr. Straight sets high standards for herself and has high expectations for both her colleagues and her staff. Her work to promote inclusion, create in-district programming and grow the internal capacity of our staff have positively impacted the educational experiences of students in North Andover.

In closing, Dr. Straight is one who recognizes the powerful and immense changes that need to occur in our profession particularly for traditionally marginalized students. I recommend Dr. Straight without reservation for this position as I believe she brings the passion, experience and desire needed to be a successful Executive Director. If I can be of further assistance, please do not hesitate to contact me.

Sincerely,

Gregg T. Gilligan

Gregg T. Gilligan
Superintendent of Schools

NORTH ANDOVER PUBLIC SCHOOLS

566 Main Street
North Andover, MA 01845
Phone: (978) 794-1503
FAX: (978) 794-0231

February 3, 2019

To The MASC/ACCEPT Executive Director Search Committee:

Please accept this reference letter on behalf of Dr. Donna Straight for the position of Executive Director for the ACCEPT Education Collaborative. As the Assistant Superintendent for Finance and Operations in North Andover, Massachusetts, I have worked closely with Dr. Straight for the past two years. In her role as Assistant Superintendent for Student Services she has had a measurable impact on our district. In the very challenging role of the person responsible for student services, including special education, she has not only been instrumental in implementing programming and services to meet the needs of ALL students, she has helped us better control the costs associated with meeting these needs.

It would not be hyperbole to say that filling the position of Assistant Superintendent for Student Services has been a revolving door situation for us in North Andover. In Dr. Straight we did not just find someone who understands and appreciates the needs of ALL students, but we also found someone who can navigate an often difficult environment with both grace and grit. Personally, while I have been in my position for more than ten years, I can say without hesitation that I have learned more about student services working with Dr. Straight for the last two years, than I had in all my other years combined. She has a tremendous grasp of student needs and how to best meet the widely varying needs of our students. I believe her skills in understanding and meeting student needs, combined with her expertise as an educator and her demonstrated proficiency in teaching and learning, make her an excellent candidate to be your Executive Director. I wish you the best in your search.

Respectfully,

James Mealey

James Mealey

Donna Flaherty, Ed.D.

[redacted]

April 2, 2025

Re: Interim Superintendent Berlin-Boylston Public School District Position

To whom it may concern,

It is with great enthusiasm that I submit my application for the position of Interim Superintendent for Berlin-Boylston Public School District. I believe few things are more important to America's future than the quality of education for its children and that it takes the determined efforts of all to develop and sustain a stimulating, challenging, and safe learning environment to support the whole child. My personal philosophy of education and core values continue to evolve, but always strive to encompass this mission statement.

As the Executive Director of ACCEPT Education Collaborative, I have the opportunity to work collaboratively with my leadership team, many district level administrators, principals, teachers and community members to implement the Collaborative's Strategic Plan. ACCEPT's primary goal is to ensure positive outcomes for students, staff, families and the districts we serve. The Collaborative has a Board of Directors comprised of 15 Superintendents who provide guidance on the business of the Collaborative and approve the policies of the Collaborative. As the Executive Director of the Collaborative, I have all the same responsibilities and tasks of a school district Superintendent. The Collaborative exemplifies the ability for diverse people to come together for the greater good.

My professional and educational journey includes a depth of understanding of the public school system to include finance, curricula, assessment, data analysis, program development, social emotional learning, home services, professional development, collective bargaining, the voice of all stakeholders, the importance of relationships and student growth through understanding the needs of the whole child. In my personal life, I have served 6 years on a School Committee and 5 years on the town Finance Committee. This has afforded me both a broad understanding of city/town needs, collectively, as well as, the necessity to work with all city servants and community members for the good of the whole. At present, after 6 years serving as the Executive Director of the Collaborative, I am ready for a new challenge and have a desire to directly influence the growth of all students, staff and programs while collaborating with all stakeholders. To me, this is exciting work!

During my tenure as the Executive Director of ACCEPT, we collectively developed a 5-year Strategic Plan that aimed to not only grow the various areas of the Collaborative's business but to put a laser focus on the growth of academics and social/emotional outcomes of our students. Upon my arrival at ACCEPT, we experienced a transition of the nature of students being referred to ACCEPT with 80% of our current students experiencing trauma, social, emotional and behavioral challenges but requiring the standards to achieve a high school diploma. This was a shift from the majority of ACCEPT students possessing multiple severe disabilities and staying with ACCEPT through 22-years of age. Through the acquisition of almost 2 million dollars of competitive grants over 5 years, our team was able to purchase all new reading and mathematics curriculum, secure a social/emotional curriculum to meet all students' needs, provide ongoing professional development, hire an SEL Coordinator and Literacy Specialist and train our staff in academic data collection and analysis to dramatically improve student outcomes.

Each child is a unique individual and I am committed to helping ensure our children build a foundation for life-long learning, to provide students with high quality instruction that meets the individual needs of each student, and to create an inspiring and equitable learning environment in which students feel safe and willing to take academic risks. We know that if staff, students, parents and the community are engaged in establishing a mindset toward a bright future for all our children our students' dreams will be realized. Our children's hopes, dreams and aspirations lie within our hands.

I have the values, skill set, and experience you are seeking. I would be honored to have the opportunity to interview for the Interim Superintendent of Berlin-Boylston Public School District position. Thank you for your time and consideration.

Yours Truly,

Donna Flaherty, Ed.D.