

Superintendent-Director Edward A Bouquillon PhD	<input checked="" type="checkbox"/> End-of-Cycle Progress Report, Step 5a, Due May 1	Evaluated by: School Committee
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The Superintendent completes this report bi-annually on progress made on each goal as they relate to the Administrative Leadership Superintendent Standards of Effective Teaching and the evidence supporting the review.

The Minuteman Academy Model Implementation			
Leadership Goal #1: Student Improvement The Superintendent will continue to support the implementation of the Minuteman Academy Model by deepening Professional Learning Communities, developing leadership and learning opportunities for the Academy Development Team (ADT), the Digital Learning Curators (DLC), and all staff.	On Target	Off Target	Not Started
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Administrative Leadership Superintendent Rubric Alignment (✓)	
Standard I: Instructional Leadership A. <input checked="" type="checkbox"/> Curriculum Indicator B. <input checked="" type="checkbox"/> Instruction Indicator C. <input checked="" type="checkbox"/> Assessment Indicator D. <input checked="" type="checkbox"/> Evaluation Indicator E. <input checked="" type="checkbox"/> Data-Informed Decision-Making Indicator F. <input checked="" type="checkbox"/> Student Learning Indicator Standard II: Management & Operations A. <input type="checkbox"/> Environment Indicator B. <input checked="" type="checkbox"/> Human Resources Management & Development Indicator C. <input type="checkbox"/> Scheduling & Management Information Systems Indicator D. <input type="checkbox"/> Law, Ethics & Policies Indicator E. <input type="checkbox"/> Fiscal Systems Indicator	Standard III: Family and Community Engagement A. <input checked="" type="checkbox"/> Engagement Indicator B. <input checked="" type="checkbox"/> Sharing Responsibility Indicator C. <input checked="" type="checkbox"/> Communication Indicator D. <input type="checkbox"/> Family Concerns Indicator Standard IV: Professional Culture A. <input checked="" type="checkbox"/> Commitment to High Standards Indicator B. <input checked="" type="checkbox"/> Cultural Proficiency Indicator C. <input checked="" type="checkbox"/> Communications Indicator D. <input checked="" type="checkbox"/> Continuous Learning Indicator E. <input checked="" type="checkbox"/> Shared Vision Indicator F. <input checked="" type="checkbox"/> Managing Conflict Indicator

Evidence a. ACTE Conference Debrief Minutes b. Professional Development Calendar c. School Wide Tech Integration by DDC d. District Curriculum Accommodation Plan (DCAP)

Comments (if applicable): <ul style="list-style-type: none"> Attendance by faculty and administration at the ACTE Conference, Anaheim California Summer work around the Student Support Team for at risk students Creation of a Pathway Point Person to coordinate integration projects and SST Meetings Summer work to update the District Curriculum Accommodation Plan (DCAP)

Supporting Students			
Leadership Goal #2: Student Improvement The Superintendent will provide resources to support the academic, occupational, social and emotional progress of all students.	On Target	Off Target	Not Started
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative Leadership Superintendent Rubric Alignment (✓)			
<input type="checkbox"/> Standard I: Instructional Leadership A. <input checked="" type="checkbox"/> Curriculum Indicator B. <input checked="" type="checkbox"/> Instruction Indicator C. <input checked="" type="checkbox"/> Assessment Indicator D. <input type="checkbox"/> Evaluation Indicator E. <input checked="" type="checkbox"/> Data-Informed Decision Making Indicator	Standard III: Family and Community Engagement A. <input checked="" type="checkbox"/> Engagement Indicator B. <input checked="" type="checkbox"/> Sharing Responsibility Indicator C. <input checked="" type="checkbox"/> Communication Indicator D. <input checked="" type="checkbox"/> Family Concerns Indicator <input type="checkbox"/> Standard IV: Professional Culture		

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F. <input checked="" type="checkbox"/> Student Learning Indicator G. <input type="checkbox"/> Standard II: Management & Operations H. <input type="checkbox"/> Environment Indicator I. <input type="checkbox"/> Human Resources Management & Development Indicator J. <input type="checkbox"/> Scheduling & Management Information Systems Indicator K. <input type="checkbox"/> Law, Ethics & Policies Indicator L. <input type="checkbox"/> Fiscal Systems Indicator	A. <input checked="" type="checkbox"/> Commitment to High Standards Indicator B. <input checked="" type="checkbox"/> Cultural Proficiency Indicator C. <input checked="" type="checkbox"/> Communications Indicator D. <input checked="" type="checkbox"/> Continuous Learning Indicator E. <input checked="" type="checkbox"/> Shared Vision Indicator F. <input checked="" type="checkbox"/> Managing Conflict Indicator
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Evidence <ol style="list-style-type: none"> SST Meeting Guidelines 2019 SST Meeting Norms SST Timeline Next Gen MCAS October 2019 Example of EDIS Reports_
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Comments (if applicable): <ul style="list-style-type: none"> The addition of a new CTE program for the 2020-2021 school year– Animal Science Continuing to support Professional Development activities related to the Academy Model Attendance by faculty and administration at the ACTE Conference, Anaheim California MCAS Results Show Significant Progress over 5 Year Period Revitalization of the SST program over the Summer. Full implementation in the fall of 2019 with staff in support of students Updated District Curriculum Accommodation Plan (DCAP) Work was continued in EDIS to provide a dashboard for both school views and student views. This allows quick and easy snapshots of data housed in the student information management system to be viewed in easy to understand and visually appealing graphical representations coupled with calculated totals. Work will continue to create new dashboards based on selected teacher needs and to validate the data represented.
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District Improvement: Sustain Enrollment			
Leadership Goal #3: District Improvement			
Increasing Applications and Sustaining Full Enrollment			
<ol style="list-style-type: none"> The Superintendent will support and guide the implementation of a robust marketing, recruitment and visibility campaign to sustain a minimum of 160 (current) member town 8th grade applications per year. The Superintendent will support the Directors of the Minuteman Technical Institute and Community Education in providing a compelling array of vocational and vocational technical programming to support the workforce development and educational needs of the region. 	On Target <input checked="" type="checkbox"/>	Off Target <input type="checkbox"/>	Not Started <input type="checkbox"/>

Administrative Leadership Superintendent Rubric Alignment (✓)	
<input type="checkbox"/> Standard I: Instructional Leadership <ol style="list-style-type: none"> <input type="checkbox"/> Curriculum Indicator <input type="checkbox"/> Instruction Indicator <input type="checkbox"/> Assessment Indicator <input checked="" type="checkbox"/> Evaluation Indicator <input checked="" type="checkbox"/> Data-Informed Decision-Making Indicator <input type="checkbox"/> Student Learning Indicator <input type="checkbox"/> Standard II: Management & Operations <ol style="list-style-type: none"> <input type="checkbox"/> Environment Indicator 	Standard III: Family and Community Engagement <ol style="list-style-type: none"> <input type="checkbox"/> Engagement Indicator <input checked="" type="checkbox"/> Sharing Responsibility Indicator <input type="checkbox"/> Communication Indicator <input type="checkbox"/> Family Concerns Indicator <input type="checkbox"/> Standard IV: Professional Culture <ol style="list-style-type: none"> <input checked="" type="checkbox"/> Commitment to High Standards Indicator <input type="checkbox"/> Cultural Proficiency Indicator <input checked="" type="checkbox"/> Communications Indicator

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H. <input checked="" type="checkbox"/> Human Resources Management & Development Indicator I. <input type="checkbox"/> Scheduling & Management Information Systems Indicator J. <input type="checkbox"/> Law, Ethics & Policies Indicator K. <input type="checkbox"/> Fiscal Systems Indicator	D. <input type="checkbox"/> Continuous Learning Indicator E. <input checked="" type="checkbox"/> Shared Vision Indicator F. <input type="checkbox"/> Managing Conflict Indicator
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Evidence

- a. Admissions Summary
- b. Secondary admissions strategic plan
- c. Post-secondary draft admissions policy
- d. Council of Occupational Education (COE) Site Visit
- e. MTI Catalog
- f. MTI Instructor Orientation Agenda
- g. MTI Program Advisory Committee Meeting
- h. CE Fall Catalog
- i. CE Winter Catalog
- j. CE Summer Catalog
- k. CE Afterschool Program Flyer
- l. CE MS Grant Application RFP 2020

Comments (if applicable):

- a. **Minuteman High School Robust Marketing, Recruitment and Visibility Campaign**
 - Hired Dan O'Brien, Director of Communications
 - Hired Anthony Chiariello, Assistant Principal/Admissions
 - Received 251-member town applicants, offered admission to 199 of those applicants, and are projected to have 172 member town students in the Class of 2024. This constitutes 95% of the Class of 2024.
 - Approved the funding for strategic marketing plan (admissions events and mailings).
- b. **(1) Minuteman Technical Institute**
 - Work closely with the Council on Occupational Education to move MTI forward in the accreditation process. MTI is on track for accreditation and is currently preparing for the Accreditation Team Visit in September 2020
 - Increase and formalize admissions and recruiting with the drafting of an "MTI Admissions Policy"
 - Craft targeted and timely social media posts by providing access to the Director of Communications
 - Streamline the application process by renewing the contract with online Student Information Management system, allowing for additional customization to better serve potential students
 - Increase MTI staffing from 7.5% strictly MTI instructors to 80% strictly MTI instructors, lifting the reliance on Minuteman High School instructors
 - Formalize the hiring protocols for MTI instructors
 - Move from a hybrid schedule of day and evening programs to a strictly evening program, the exception being Electricity which meets M/W/Sa
 - Move from a hybrid postgraduate/postsecondary program to a strictly postsecondary Ch. 74 program
 - Add and run a PS Ch. 74 Culinary Arts program
 - Charter MTI as an official SkillsUSA Postsecondary chapter
 - Convene a Program Advisory Committee comprised of business, industry, education and workforce development professionals who meet bi-monthly to review goals and steer development of MTI
 - Participate in the development of numerous requests for proposals relevant to regional workforce development (on-going)
 - Cultivate partnerships with the four MassHire Boards that incorporate member towns
 - Support the Executive Director's participation in the MAVA Leadership I program (Spring 2019)

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- Support the Executive Director’s participation in the Council on Occupational Education accreditation training conference, Biloxi, MS (Summer 2019)
 - Support the Executive Director’s participation in the Financial Aid Regional Training, Boston, MA (Summer 2019)
 - Support the Executive Director’s participation in the Women in Apprenticeship Summit, Washington DC (November 2019)
 - Support the Executive Director’s participation in the ACTE National Conference, Anaheim, CA (Winter, 2019)
 - Support the Executive Director’s participation in the Research for Better *Teaching Analyzing Student Learning through Teacher Evaluation* program (Winter 2019/Spring 2020)
 - Establish the PS Technical Institute Directors subgroup within Massachusetts Association of Vocational Administrators (Fall 2019)
- b. (2) Minuteman Community Education**
- The superintendent supported the initiatives for vocational continuing education programming for community members by adding plumbing Tier IV and plumbing Tier V to the required plumbing code classes for those seeking their plumbing journeyman’s license. Additionally, two additional welding classes were added to community education programming to answer to a significant increase in student demand; participation increased by over 150%.
 - Vocational programming also increased in the summer 2020 programming, by adding career training in the multi-media career major and in the advanced manufacturing career major.
 - Avocational training opportunities for community members was increased due to the support of the superintendent. Examples of new classes offered this year were: Women’s Self Defense, Book Binding, “Keep Calm and Parent On”, a restructured French language program, and a horticulture indoor planting class.
 - The superintendent supported a career exploratory program for middle school students for the fourth year, which featured a revised program structure and new vocational course objectives.
 - In an effort to increase participation in the afterschool career exploratory program for middle school students, and to increase awareness of career majors to students at an earlier age (5th grade), the superintendent supported a grant to deliver a proposed World of Work program. The program would start fall 2020.

Legislative, Community, and Business Engagement				
Leadership Goal #4: District Improvement/Professional Practice The Superintendent will engage legislators, state workforce education advocates, local, municipal and business leaders in improving state law, regulations and guidelines to enhance the financial health of the district, expand student access and secure strategic business partnerships.		On Target <input checked="" type="checkbox"/>	Off Target <input type="checkbox"/>	Not Started <input type="checkbox"/>
Administrative Leadership Superintendent Rubric Alignment (✓)				
Standard I: Instructional Leadership G. <input type="checkbox"/> Curriculum Indicator H. <input type="checkbox"/> Instruction Indicator I. <input type="checkbox"/> Assessment Indicator J. <input type="checkbox"/> Evaluation Indicator	Standard III: Family and Community Engagement A. <input type="checkbox"/> Engagement Indicator B. <input type="checkbox"/> Sharing Responsibility Indicator C. <input checked="" type="checkbox"/> Communication Indicator D. <input checked="" type="checkbox"/> Family Concerns Indicator			

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K. <input checked="" type="checkbox"/> Data-Informed Decision-Making Indicator L. <input type="checkbox"/> Student Learning Indicator Standard II: Management & Operations M. <input checked="" type="checkbox"/> Environment Indicator N. <input type="checkbox"/> Human Resources Management & Development Indicator O. <input checked="" type="checkbox"/> Scheduling & Management Information Systems Indicator P. <input checked="" type="checkbox"/> Law, Ethics & Policies Indicator Q. <input checked="" type="checkbox"/> Fiscal Systems Indicator	Standard IV: Professional Culture A. <input checked="" type="checkbox"/> Commitment to High Standards Indicator B. <input type="checkbox"/> Cultural Proficiency Indicator C. <input checked="" type="checkbox"/> Communications Indicator D. <input type="checkbox"/> Continuous Learning Indicator E. <input checked="" type="checkbox"/> Shared Vision Indicator G. <input checked="" type="checkbox"/> Managing Conflict Indicator
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<p>Evidence</p> <ul style="list-style-type: none"> a. Legislative Breakfast Agenda and Meeting Minutes b. Engagement Calendar and Supporting Evidence c. Letter to State Senators and Representatives on Chapter 70 base aid law d. Letter to DESE on admissions process e. Town managers meeting agenda f. Talking points/overview document of Cambridge School Committee members visit g. Minuteman Advisory Committee Agenda's h. Link to LWV Presentation March 6, 2020
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<p>Comments (if applicable):</p> <ul style="list-style-type: none"> • Dr. Bouquillon sent a letter to State Senators and Representatives to request a strict interpretation of the Chapter 70 base aid law in order to secure necessary funds for FY21 • Dr. Bouquillon worked with the Minuteman School Committee on a letter that was sent to the Department of Elementary and Special Education advocating against an admissions-based lottery system for regional vocational-technical high schools in the state. • Dr. Bouquillon held a breakfast meeting with the town managers and town administrators of all the member towns in January. • Dr. Bouquillon had scheduled a breakfast meeting with state legislators for late March that had to be cancelled due to the coronavirus emergency. • Dr. Bouquillon hosted a meeting and tour for members of the Cambridge School Committee in February. • Dr. Bouquillon was Finalist for 2020 National Superintendent of the Year (NASS) • Dr. Bouquillon serves as Secretary of the Board of Trustees of NOCTI • Dr. Bouquillon was co-author of ACTE book (writing a 3rd book now) • Dr. Bouquillon delivered ACTE Presentations with NOCTI back in December in Orlando • Dr. Bouquillon will be the "featured Superintendent" for the NASS May 2020 Issue. • Dr. Bouquillon presented to the Lexington League of Women Voters. • Dr. Bouquillon continues to serve on AVTE.
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District Improvement: New Member			
<p>Leadership Goal #5: District Improvement</p> <p>The Superintending will communicate appropriate information to non-member school and city officials regarding membership in the Minuteman District.</p>	On Target <input checked="" type="checkbox"/>	Off Target <input type="checkbox"/>	Not Started <input type="checkbox"/>
	Administrative Leadership Superintendent Rubric Alignment (✓)		
<input type="checkbox"/> Standard I: Instructional Leadership A. <input type="checkbox"/> Curriculum Indicator B. <input type="checkbox"/> Instruction Indicator	<input type="checkbox"/> Standard III: Family and Community Engagement A. <input checked="" type="checkbox"/> Engagement Indicator B. <input type="checkbox"/> Sharing Responsibility Indicator C. <input checked="" type="checkbox"/> Communication Indicator		

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C. <input type="checkbox"/> Assessment Indicator D. <input type="checkbox"/> Evaluation Indicator E. <input checked="" type="checkbox"/> Data-Informed Decision-Making Indicator F. <input type="checkbox"/> Student Learning Indicator <input type="checkbox"/> Standard II: Management & Operations A. <input type="checkbox"/> Environment Indicator B. <input type="checkbox"/> Human Resources Management & Development Indicator C. <input checked="" type="checkbox"/> Scheduling & Management Information Systems Indicator D. <input checked="" type="checkbox"/> Law, Ethics & Policies Indicator E. <input checked="" type="checkbox"/> Fiscal Systems Indicator	D. <input checked="" type="checkbox"/> Family Concerns Indicator <input type="checkbox"/> Standard IV: Professional Culture A. <input checked="" type="checkbox"/> Commitment to High Standards Indicator B. <input checked="" type="checkbox"/> Cultural Proficiency Indicator C. <input checked="" type="checkbox"/> Communications Indicator D. <input checked="" type="checkbox"/> Continuous Learning Indicator E. <input checked="" type="checkbox"/> Shared Vision Indicator F. <input checked="" type="checkbox"/> Managing Conflict Indicator
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Evidence
a. Sample letter Capital Fee Notification Letter

Comments (if applicable):

- The Capital Fee was approved by the DESE Commissioner of Education and letters were sent to every nonmember town identifying the Capital Fee for next year on Friday April 4, 2020.

District Improvement: Campus Development		
Leadership Goal #6: District Improvement The Superintendent will continue to implement the development of the campus including a full build out of Athletic Facilities and additional development aligned with the goals of the District and the enabling legislation passed in 2018.	On Target <input checked="" type="checkbox"/>	Off Target <input type="checkbox"/>
Not Started <input type="checkbox"/>		

Administrative Leadership Superintendent Rubric Alignment (✓)	
<input type="checkbox"/> Standard I: Instructional Leadership G. <input type="checkbox"/> Curriculum Indicator H. <input type="checkbox"/> Instruction Indicator I. <input type="checkbox"/> Assessment Indicator J. <input type="checkbox"/> Evaluation Indicator K. <input checked="" type="checkbox"/> Data-Informed Decision-Making Indicator L. <input type="checkbox"/> Student Learning Indicator <input type="checkbox"/> Standard II: Management & Operations F. <input type="checkbox"/> Environment Indicator G. <input type="checkbox"/> Human Resources Management & Development Indicator H. <input checked="" type="checkbox"/> Scheduling & Management Information Systems Indicator I. <input checked="" type="checkbox"/> Law, Ethics & Policies Indicator J. <input checked="" type="checkbox"/> Fiscal Systems Indicator	Standard III: Family and Community Engagement E. <input checked="" type="checkbox"/> Engagement Indicator F. <input checked="" type="checkbox"/> Sharing Responsibility Indicator G. <input checked="" type="checkbox"/> Communication Indicator H. <input type="checkbox"/> Family Concerns Indicator <input type="checkbox"/> Standard IV: Professional Culture G. <input checked="" type="checkbox"/> Commitment to High Standards Indicator H. <input checked="" type="checkbox"/> Cultural Proficiency Indicator I. <input checked="" type="checkbox"/> Communications Indicator J. <input type="checkbox"/> Continuous Learning Indicator K. <input checked="" type="checkbox"/> Shared Vision Indicator L. <input checked="" type="checkbox"/> Managing Conflict Indicator

Evidence
a. PFIC Athletic Recreational Facility Programs
b. Municipal Leasing Consultant Proposal
c. Athletic Complex usage guidelines

Comments (if applicable):

- The superintendent fully explored a private-public partnership for the athletic field project as allowed in the 2018 legislation through two separate RFP processes with the UMass Donahue Institute.
- The private-public partnership RFP process identified the Tax-Exempt Municipal Lease (TELP) concept of funding the athletic field complex in light of financial challenges.
- The RFP for a private-public partnership did yield a potential financial partner for this project with PFIC (See PIF attachment).
- A second financial partner, who had provided the ESCO lease 20 years ago for Minuteman, was also identified as a potential financial partner (See MLC attachment)

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- The permitting was done for a full or partial buildout of the athletic fields. The superintendent has worked closely with Kastle Boos Architects and Skanska OPM management to provide the School Committee with viable options.
- The superintendent has provided the school committee with multiple presentations to provide multiple build options during an uncertain financial time. (see phasing athletic fields power point attached)
- The Superintendent has provided the school committee with the financial data around the cost avoidance for doing a full build or partial build. (See projected expense attachment)
- The Superintendent has hired two separate independent consultants to provide studies for the school committee to verify revenue potential from the fields and actual construction costs. (Dr. B has these studies to attach).
- The Superintendent has explored various options to the PV parking canopy including partnering or self-owning a PV project. (see Solar Presentation)
- The Superintendent outlined procedures and allocation priority for the permitted use of the Minuteman Regional Vocational Technical High school athletic facilities.
- The Superintendent outlined procedures and allocation priority for the permitted use of the Minuteman Regional Vocational Technical High school athletic facilities.

District Improvement: Leadership Development					
Leadership Goal #7: District Improvement The Superintendent will engage the SC (subcommittee) in reviewing and revising a leadership competency model and an aligned instrument to articulate strengths and gaps of District (Superintendent) Administration.			On Target <input checked="" type="checkbox"/>	Off Target <input type="checkbox"/>	Not Started <input type="checkbox"/>
Administrative Leadership Superintendent Rubric Alignment (✓)					
<input type="checkbox"/> Standard I: Instructional Leadership M. <input type="checkbox"/> Curriculum Indicator N. <input type="checkbox"/> Instruction Indicator O. <input type="checkbox"/> Assessment Indicator P. <input type="checkbox"/> Evaluation Indicator Q. <input checked="" type="checkbox"/> Data-Informed Decision-Making Indicator R. <input type="checkbox"/> Student Learning Indicator <input type="checkbox"/> Standard II: Management & Operations K. <input checked="" type="checkbox"/> Environment Indicator L. <input type="checkbox"/> Human Resources Management & Development Indicator M. <input type="checkbox"/> Scheduling & Management Information Systems Indicator N. <input checked="" type="checkbox"/> Law, Ethics & Policies Indicator O. <input checked="" type="checkbox"/> Fiscal Systems Indicator		Standard III: Family and Community Engagement I. <input type="checkbox"/> Engagement Indicator J. <input checked="" type="checkbox"/> Sharing Responsibility Indicator K. <input checked="" type="checkbox"/> Communication Indicator L. <input type="checkbox"/> Family Concerns Indicator <input type="checkbox"/> Standard IV: Professional Culture M. <input type="checkbox"/> Commitment to High Standards Indicator N. <input type="checkbox"/> Cultural Proficiency Indicator O. <input checked="" type="checkbox"/> Communications Indicator P. <input checked="" type="checkbox"/> Continuous Learning Indicator Q. <input checked="" type="checkbox"/> Shared Vision Indicator R. <input checked="" type="checkbox"/> Managing Conflict Indicator			
Evidence					
a. Meeting Minutes from the four Strategic Planning Meetings dated 11/21/19-2/27/20					
Comments (if applicable):					
<ul style="list-style-type: none"> • This Goal was tabled as the Strategic Planning Committee worked on identifying leadership characteristics of value to the School Committee. 					

District Improvement: Transition					
Leadership Goal #8: District Improvement			On Target <input checked="" type="checkbox"/>	Off Target <input type="checkbox"/>	Not Started <input type="checkbox"/>

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The Superintendent will oversee a smooth transition and address barriers to success resulting from the move to the new building.			
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Administrative Leadership Superintendent Rubric Alignment (✓)	
<input type="checkbox"/> Standard I: Instructional Leadership S. <input type="checkbox"/> Curriculum Indicator T. <input type="checkbox"/> Instruction Indicator U. <input type="checkbox"/> Assessment Indicator V. <input type="checkbox"/> Evaluation Indicator W. <input checked="" type="checkbox"/> Data-Informed Decision-Making Indicator X. <input type="checkbox"/> Student Learning Indicator <input type="checkbox"/> Standard II: Management & Operations P. <input checked="" type="checkbox"/> Environment Indicator Q. <input type="checkbox"/> Human Resources Management & Development Indicator R. <input type="checkbox"/> Scheduling & Management Information Systems Indicator S. <input checked="" type="checkbox"/> Law, Ethics & Policies Indicator T. <input checked="" type="checkbox"/> Fiscal Systems Indicator	Standard III: Family and Community Engagement M. <input type="checkbox"/> Engagement Indicator N. <input checked="" type="checkbox"/> Sharing Responsibility Indicator O. <input checked="" type="checkbox"/> Communication Indicator P. <input checked="" type="checkbox"/> Family Concerns Indicator <input type="checkbox"/> Standard IV: Professional Culture S. <input type="checkbox"/> Commitment to High Standards Indicator T. <input type="checkbox"/> Cultural Proficiency Indicator U. <input checked="" type="checkbox"/> Communications Indicator V. <input checked="" type="checkbox"/> Continuous Learning Indicator W. <input checked="" type="checkbox"/> Shared Vision Indicator X. <input checked="" type="checkbox"/> Managing Conflict Indicator

Evidence

- a. Local news articles regarding the opening of school
- b. [Ribbon Cutting Video](#) Link shared on Social Media
- c. Grand Opening Program
- d. Building Project Slide Show by DVC
- e. Local news article on Grand Opening
- f. Room assignments & numbering work

Comments (if applicable):

The Following Action Steps went as Scheduled

- School opened on time
- Was hands on in numbering each space as well as assigning staff to learning areas
- SBC and Construction Team met contracts and performance standards
- Staff were supported in change management
- Grand Opening and Ribbon Cutting Ceremony held on October 4, 2019
- Open Houses were strategically planned
- Demolition of old school building on target