



Monomoy Regional School District - Monomoy Regional School Committee
Meeting Agenda for Thursday, June 23, 2022 at 6:30PM
Monomoy Regional High School Library - 75 Oak Street, MA 02645

This meeting will take place **PARTIALLY REMOTELY** pursuant to the law signed by Governor Baker on February 16, 2022-An Act Further Extending Certain COVID-19 Measures Adopted During the State of Emergency, which includes an extension, until July 15, 2022, of the remote meeting provisions of his March 12, 2020, Executive Order Suspending Certain Provisions of the Open Meeting Law.

This meeting will be accessible to the Public / Public Comment VIA the MRSD [ZOOM MEETING LINK](#) and be broadcast to Channel 22 as well as live-streamed/recorded to the MRSD [YOUTUBE MEETING LINK](#)

A. Call to Order

B. Public Comment: Speakers are limited to three minutes; additional time at the discretion of the Chairperson

C. Approval of Minutes

- i. MRSC Meeting Minutes: June 9, 2022

D. Reports and Discussions

- i. 22-23 Subcommittee Assignments
- ii. Promoting Equity and Inclusion through Leadership
- iii. Second Reading: 2021-2022 Summative Superintendent Evaluation

E. Subcommittee, Representative, and /or Liaison Report

- i. Housing Advisory Committee - Tina Games

F. Superintendent's Report

- i. Recognition of Donations, Grants, and other Acknowledgements
- ii. COVID Dashboard / Weekly COVID Safety Check

G. Action Items

- i. Second Reading: 2021-2022 Summative Superintendent Evaluation
- ii. Presentation of the Warrants

H. Adjournment

'22 JUN 21 PM 4:18:17

Authorized Posting Officer

Leah Tambolleo
June 21, 2022

Monomoy Regional School District - Monomoy Regional School Committee
Meeting Minutes for Thursday, June 9, 2022 at 6:30PM
Monomoy Regional High School Library - 75 Oak Street, MA 02645

This meeting took place **PARTIALLY REMOTELY** pursuant to the law signed by Governor Baker on February 16, 2022-An Act Further Extending Certain COVID-19 Measures Adopted During the State of Emergency, which includes an extension, until July 15, 2022, of the remote meeting provisions of his March 12, 2020, Executive Order Suspending Certain Provisions of the Open Meeting Law.

This meeting was accessible to the Public / Public Comment VIA the MRSD [ZOOM MEETING LINK](#)
and broadcast to Channel 22 as well as live-streamed/recorded to the MRSD [YOUTUBE MEETING LINK](#)

Members present in person: Jackie Zibrat-Long, Chair; Meredith Henderson, Vice-Chair; Danielle Tolley; Nancy Scott; Terry Russell

Members present in Zoom: Sharon Stout; Jessica Rogers; Tina Games (logged in at 8:05 PM)

Administrators present: Dr. Scott Carpenter, Superintendent; Marc Smith, Michael MacMillan, Melissa Maguire, Joy Jordan

A. Call to Order The meeting was called to order at 6: 31PM by Chair Jackie Zibrat-Long.

ROLL CALL ATTENDANCE: Jessica Rogers, present; Sharon Stout, present; Danielle Tolley, present; Nancy Scott, present; Terry Russell, present; Meredith Henderson, present; Jackie Zibrat-Long, present.

B. Public Comment: None

C. Approval of Minutes

i. MRSC Meeting Minutes: May 26, 2022

MOTION: Nancy Scott moved to approve the minutes from the May 26, 2022 MRSC Meeting, seconded by Meredith Henderson.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the motion passes.

D. Reports and Discussions

i. Building Naming Rights - Karen Guillemette

This agenda item was not presented at this meeting.

ix. Tokyo Trip Proposal - Follow up Conversation & Potential Vote (Presented out of order)

On May 26, 2022, MRHS teacher Amanda Schuermann shared her proposal for a trip to Tokyo, Japan in April 2023. At that meeting, the information presented included covered costs, travel details and itinerary and potential fundraising opportunities. Ms. Schuermann was asked to return to this meeting to address member questions/concerns related to COVID, chaperoning, and scholarships.

It is the standard of the practice of the school committee to review information at one meeting and vote at the following, therefore:

MOTION: Danielle Tolley moved to approve the Tokyo Trip Proposal as presented at the May 26, 2022 MRSC meeting. The motion was seconded by Nancy Scott.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the motion passes.

ii. Curriculum Update - presented by Marc Smith

Marc Smith, Director of Curriculum, Instruction and Assessment, delivered an update to the school committee on the district's curriculum. Information in the report included a look back at the implementation of the ARC program, High School math, and MRMS priority standards. Mr. Smith also shared the work planned over the summer for the 2022-2023 school year including fall projects like a K-12 Writing Task Force and a Wellness Task Force. After his presentation, Mr. Smith opened the floor to the school committee for questions/comments.

iii. Preschool Evaluation - presented by Melissa Maguire

MRSD Director of Student Services Melissa Maguire shared the results of the Preschool Evaluation. The preschool program evaluation included several components such as site visits and observations, a parent survey, Instructional Assistant survey, and self assessment, by the preschool team. The site visits and observations, conducted by a group of five MRSD Administrators, considered Space and Furnishings, Personal Care Routines, Language and Literacy, Learning Activities, International and Program Structure. The overall summary found scores in all categories ranged from Fair to Excellent with no scores below Fair, Personal Care Routines scored in the Excellent range, 80% of the categories scored within the Good range, and learning activities scored within the Fair range.

Ms. Maguire continued in her report to summarize the results of the January 2022 parent survey, Instructional Assistant Survey and the Self-Assessment.

iv. Wellness Committee Report - presented by Melissa Maguire

MRSD Director of Student Services Melissa Maguire shared the Wellness Committee's presentation. The purpose of the Wellness Committee is to:

1. Development of the District Wellness Policy
2. Development of measurable goals for nutrition promotion and education, physical activity, and other school based activities that promote student wellness and rely on evidence-based strategies
3. Review and assessment of the implementation of the policy

Ms. Maguire noted the meetings dates and subjects the Wellness Committee has held and a timeline of the work to be completed. Ms. Maguire continued to share the proposed goals, which are in the areas of school meals, the promotion of nutrition education, physical activity and communication with parents. HES Assistant Principal Sharon Hughes was welcomed to the podium to share how their school had celebrated the nurses and cafeteria staff in their building.

Lastly, Ms. Maguire spoke on information related to Social-Emotional Health, staff well-being, School Health Services, and school climate and culture.

v. Subcommittee Assignments - preferences due by June 23, 2022

Subcommittee Assignment sheets were distributed to MRSC members for them to indicate their committee preferences for the 2022-2023 school committee year. Responses are due to the Chair by the June 21, 2022. Discussion also occurred regarding the method of assigning members to the subcommittees and other potential committees that may be added to the list at a later date. Subcommittee assignments will be announced at the June 23, 2022 MRSC meeting.

Tina Games logged into the meeting at 8:05 PM via Zoom.

vi. Remote Participation Conversation

The remote meeting provision of March 12, 2020, Executive Order Executive Order Suspending Certain Provisions of the Open Meeting Law was extended from July 15, 2022 to December 15, 2023 as part of an amendment to the MA FY23 Budget Bill (passed in the Senate). School Committee members engaged in a conversation to share and discuss

their opinions on continuing to offer a hybrid meeting style (both in-person and via Zoom). The committee will take a vote on this matter at the July 14, 2022 MRSC meeting.

vii. Housing Advisory Committee

Chair Zibrat-Long shared that the Nauset Regional School District has formed a Housing Advisory Committee to help address the housing crisis the Cape is faced with. Ms. Zibrat-Long then opened the floor for the school committee to exchange their ideas on whether creating a Housing Advisory Committee is something Monomoy should consider or perhaps if collaborating Nauset's Housing Advisory Committee could be an option. In conversation, members agreed that it would be more beneficial if our district could collaborate with Nauset, therefore:

MOTION: Nancy Scott moved to nominate Tina Games and Jessica Rogers as Housing Authority Liaisons to reach out to Nauset and report back to the full committee. The motion was seconded by Meredith Henderson.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Tina Games: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the motion passes.

viii. First Reading: 2021-2022 Summative Superintendent Evaluation

On behalf of the Superintendent Evaluation Subcommittee, Meredith Henderson explained the process of evaluating the Superintendent in open session. The evaluation is broken down by various standards and each member must select from a rating of Unsatisfactory, Needs Improvement, Proficient or Exemplary. Some MRSC members shared portions of their evaluation rating. Jackie Zibrat-Long then read the summative evaluation as a first reading. This summative evaluation will be presented for a second reading and approval vote at the June 23, 2022 MRSC meeting.

ix. Tokyo Trip Proposal - Follow up Conversation & Potential Vote (please see above)

E. Subcommittee, Representatives, Liaison Report

Danielle Tolley noted that the Policy Subcommittee must meet once in August. Those members who are assigned to the Policy Subcommittee for the 22-23 school year will have to plan for that meeting.

F. Superintendent's Report

i. Recognition of Donations, Grants, and other Acknowledgements

Dr. Carpenter reflected briefly on the Superintendent Evaluation and recognized the 'team' as a whole, including his Administrative team, the school committee 'team' (and their tenacity in getting the regional agreement passed), and the support staff in the Central and Business Offices.

ii. Graduation 2022 Dr. Carpenter thanked all those involved in organizing graduation for the Class of 2022, held on June 4, 2022.

iii. COVID Dashboard / Weekly COVID Safety Check Dr. Carpenter reported on the number of COVID cases and current COVID trends the district is currently tracking.

iv. Security Debrief Continuing on, Dr. Carpenter spoke on events at the MRHS. On May 27, 2022, the MRHS was evacuated due to a bomb threat and on June 3, 2022 staff and students were alerted to another potential threat that was deemed non-credible. He thanked Public Safety personnel for their response to these events.

G. Action Items

i. Declaration of Surplus

MOTION: Meredith Henderson moved to approve the surplus items as presented in the June 9, 2022 MRSC agenda packets, seconded by Nancy Scott.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Tina Games: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the motion passes.

ii. Tokyo Trip Proposal - Potential Vote

MOTION: Danielle Tolley moved to approve the Tokyo Trip Proposal as presented at the May 26, 2022 MRSC meeting. The motion was seconded by Nancy Scott.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the motion passes.

iii. Housing Advisory Committee - Potential Vote

MOTION: Nancy Scott moved to nominate Tina Games and Jessica Rogers as Housing Authority Liaisons to reach out to Nauset and report back to the full committee. The motion was seconded by Meredith Henderson.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Tina Games: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the motion passes.

iv. Approval of Payment of Prior Year FY21 Invoice

MOTION: Nancy Scott moved to approve payment of prior year FY21 Cape Cod Collaborative invoice 45273, in the amount of \$495.00, seconded by Meredith Henderson.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Tina Games: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the motion passes.

v. Presentation of the Warrants

Accounts Payable and Payroll warrants were presented for MRSC member signatures.

H. Adjournment

MOTION: Nancy Scott moved to adjourn the meeting, seconded by Terry Russell.

ROLL CALL VOTE: Jessica Rogers: aye; Sharon Stout: aye; Tina Games: aye; Danielle Tolley: aye; Nancy Scott: aye; Terry Russell: aye; Meredith Henderson: aye; Jackie Zibrat-Long: aye.

UNANIMOUS the meeting adjourns at 9:58PM.

Respectfully Submitted,

Leah Tambolleo
Recording Secretary

Documents reviewed and available upon request

MRSC Meeting Agenda for June 9, 2022

MRSC Meeting Minutes for May 26, 2022

Tokyo Trip Proposal

Curriculum Update Presentation

Preschool Evaluation Report

Wellness Committee Report

Subcommittee Assignment sheet

2021-2022 Summative Superintendent Evaluation

Declaration of Surplus Items

FY21 Prior Year Invoice

The background is a light cream color with various abstract shapes in purple, yellow, orange, green, and blue scattered around the text.

Promoting Equity in Schools Through Leadership

**Creating a
more inclusive
Monomoy**

**A collection of
thoughts and
experiences**



Background

The IDEAS (Initiatives for Developing Equity and Achievement for Students) offered a course for school leaders on Supporting Culturally Proficient Classrooms and Schools, which Superintendent Scott Carpenter and MRMS teacher Cheri Armstrong took this past winter. This slide deck provides a summary of the experiences and takeaways from that course.

Tribal Land Acknowledgement

A Land Acknowledgment is a simple and powerful way of showing respect, and a step toward correcting the stories and practices within our own history and culture – a history and culture that has over the years erased the history and culture of Indigenous peoples.

Acknowledgment by itself is a small gesture, but can become meaningful when coupled with authentic relationships and informed action stemming from a greater public consciousness, allowing us to step towards equity and reconciliation.

The Monomoit

Information Compiled and Narrated by Cheri Armstrong



Click on the image above to launch the video:

https://drive.google.com/file/d/1y72msRwF0FGfMrEWFcT2RTzLil2Qd8_P/view?ts=61b8b41a

White Lies We Tell Our Children



Click on the picture to start the video
"White Lies We Tell Our Children" by Colin Stokes
<https://youtu.be/FoeRoAchf9g>

Discussion Questions

In what way might a Land Acknowledgement begin to address the "white lie" of privilege?

How can an awareness of privilege make us better leaders?



Becoming An Antiracist Educator

A short 2019 article by Dena Simmons can be found here:
<https://www.ascd.org/el/articles/how-to-be-an-antiracist-educator>

6 Ways to Become an Antiracist Educator

Summarized from Dena Simmons' video:
<https://www.edutopia.org/video/6-ways-be-antiracist-educator>

1. Start with self - understand your biases, be self-aware
2. Learn with your crew - becoming more equitable is a process best done collectively
3. Hold each other accountable - come up with plans on how to do better
4. Affirm your students - representative curricula and strong interpersonal interactions
5. Think about the larger context - getting to know your students' "stories"
6. Ask students what they need - understand what individuals need and how we can be better partners

Creating a Culture of Justice

Bret Turner writes that “Teaching Kindness Isn’t Enough”

his 4-page article is here:

<https://www.learningforjustice.org/magazine/fall-2019/teaching-kindness-isnt-enough>

Teaching Kindness

“Be kind” & “Do unto others as they would do unto you”

VS.

Teaching Justice

“Speak up when you see microaggressions” & “Fix the mistakes that really hurt others”

7 Microaggressions That Could Ruin Someone's Day



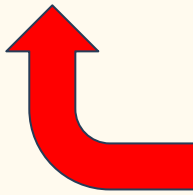
Click on the picture to go to a link with seven videos from MTV's LookDifferent.org campaign:
<https://www.mtv.com/news/1871828/look-different-microaggression-videos/>

Discussion Questions

What role can teachers play in stopping microaggressions?

What can we do given our leadership roles with the school district to stop microaggressions?

Equity Begins with Systems and Leadership



Leadership starts with
the School Committee
and Superintendent

Culturally Responsive School Leadership Framework

01

**Critically Self-Reflects
on Leadership Behaviors**

02

**Develops Culturally
Responsive Teachers**

03

**Promotes Culturally
Responsive/Inclusive
School Environment**

04

**Engages Students,
Parents, and Indigenous
Contexts**

From Khalifa, Gooden, and Davis'

<https://www.cehd.umn.edu/assets/docs/policy-breakfast/UMN-Culturally-Responsive-School-Leadership-Framework.pdf>

Leaders Being Better Partners

A few ways school leaders can partner with communities to improve cultural responsiveness:

1. Find out what is important to the community.
2. Use school resources to enable community members to have a constant presence in school.
3. Use school resources to facilitate a non-disruptive presence of teachers and staff in the community.
4. Take an active antiracist and antioppressive stance, particularly on issues relevant to your students' community.
5. Be honest with students and families about how you have been complicit in oppression and convey how you are trying to become better. Ask for their help.
6. Find ways to have a representative community voice.
7. Publicize and visualize how you have listened to student and community perspectives and how you included these perspectives in your school policy, pedagogy, and curricula.

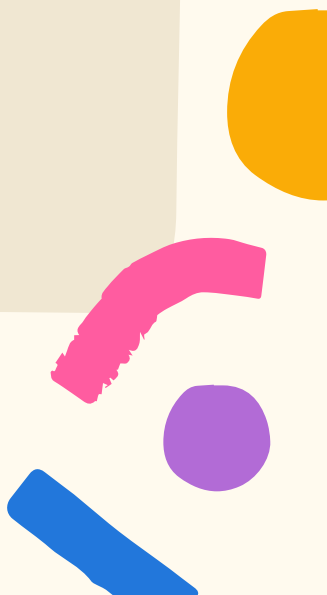
From Muhammad Khalifa (2018)

<https://www.hepg.org/blog/moving-beyond-conversations-why-school-equity-foc>



Discussion Question

What can we do in our leadership roles
in Monomoy to be more culturally
responsive partners?



Mirrors, Windows, and Sliding Glass Doors... and three penguins

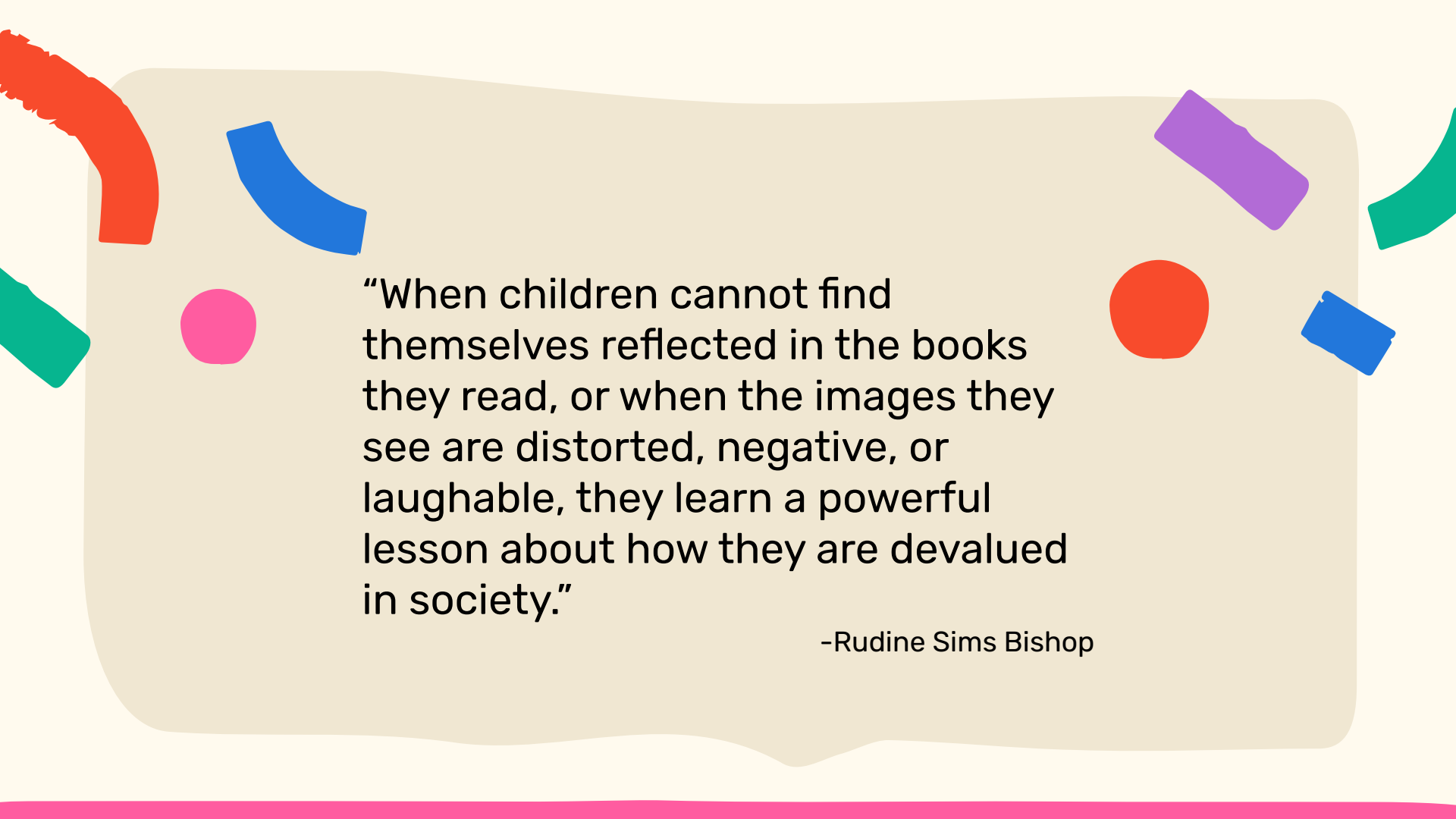
A Case Study

Mirrors allow reflection of our own lives and experiences.

Windows offer a view of worlds, real or imagined.

Sliding glass doors allow the reader to walk through in imagination and become part of the world the author created.

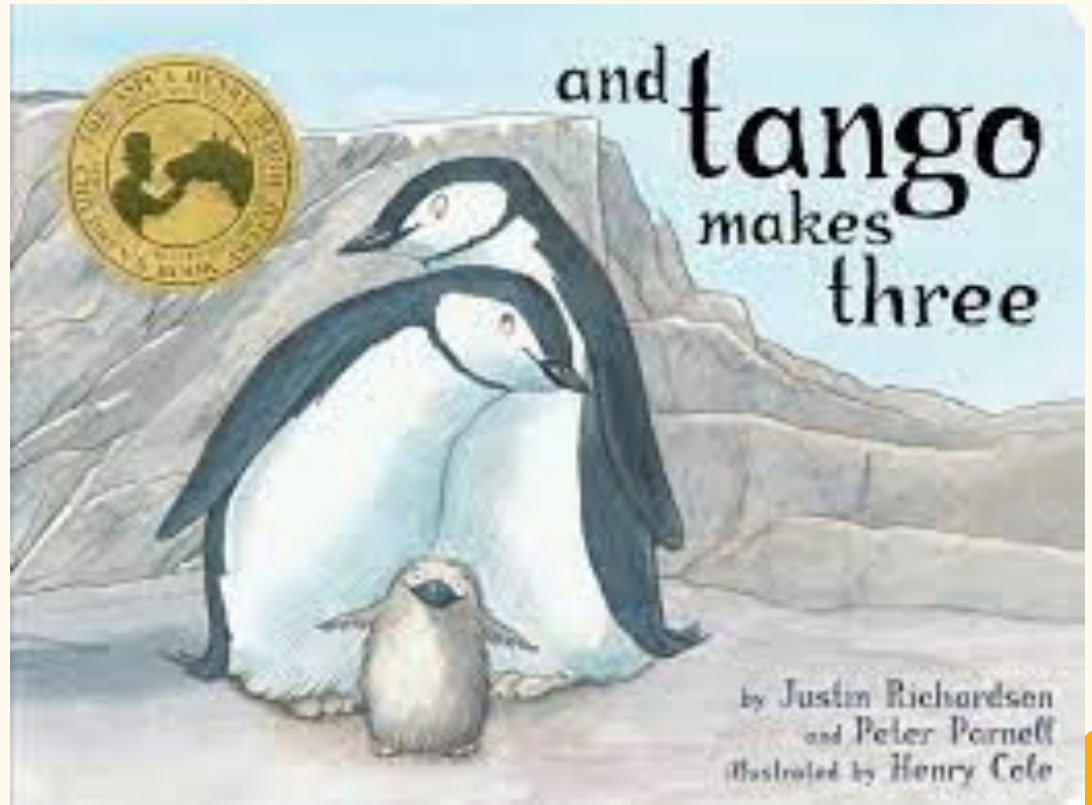
A 2-page article by Rudine Sims Bishop (1990) can be found at this link:
<https://scenicregional.org/wp-content/uploads/2017/08/Mirrors-Windows-and-Sliding-Glass-Doors.pdf>



“When children cannot find themselves reflected in the books they read, or when the images they see are distorted, negative, or laughable, they learn a powerful lesson about how they are devalued in society.”

-Rudine Sims Bishop

Books like this are banned in some districts and states, yet represent the very real lives and experiences of some of the children and families we serve.



Click on the picture above to launch the 7-minute video of this complete book:
<https://youtu.be/leJ4AwcKtdU>



Discussion Questions

What is the value of books like
“and Tango Makes Three”
within a school’s curriculum/library?

How should we react when/if challenged?



End-of-Cycle Summative Evaluation Report: Superintendent

Superintendent:	Dr Scott Carpenter		
Evaluator:	Jacqueline Zibrat-Long- On behalf of the Monomoy Regional School Committee	<i>Jacqueline Zibrat-Long</i>	06/03/2022
	Name	Signature	Date

Step 1: Assess Progress Toward Goals (*Reference performance goals; check one for each set of goal[s].*)

Professional Practice Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Exceeded
Student Learning Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Exceeded
District Improvement Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input checked="" type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	<input type="checkbox"/> Exceeded

Step 2: Assess Performance on Standards (*Reference Performance Ratings per Standard; check one box for each Standard.*)

Unsatisfactory = Performance on a standard or overall has not significantly improved following a rating of *Needs Improvement*, or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.

Needs Improvement/Developing = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected.

Proficient = *Proficient practice is understood to be fully satisfactory. This is the rigorous expected level of performance.*

Exemplary = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Standard I: Instructional Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard II: Management and Operations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard III: Family and Community Engagement	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard IV: Professional Culture	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

End-of-Cycle Summative Evaluation Report: Superintendent

Step 3: Rate Overall Summative Performance (*Based on Step 1 and Step 2 ratings; check one.*)

☐ **Unsatisfactory**

☐ **Needs Improvement**

☒ **Proficient**

☐ **Exemplary**

Step 4: Add Evaluator Comments

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*.

Comments:

See attached document- Superintendent Summative Evaluation.

Superintendent's Performance Goals

Superintendents must identify at least one student learning goal, one professional practice goal, and two to four district improvement goals. Goals should be SMART and aligned to at least one focus Indicator from the Standards for Effective Administrative Leadership.

Goals	Focus Indicator(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Student Learning Goal	I-A,B,C,D	Support the implementation of the district's new ARC (American Reading Company) English Language Arts (ELA) curriculum by conducting walkthrough's in elementary classrooms aimed at assessing the quality and fidelity of use of the curriculum.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Practice Goal	I-A,B,C,D,F	Support the high school administrative team MAP (Measures of Academic Performance) testing and data analysis and formation of high functioning data teams.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement Goal 1	III- A,C,D	Continue expanded outreach by holding six "Conversations with the Superintendent" meetings over the course of the academic year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement Goal 2	IV- B,D	Research anti-bias/equity/diversity of professional development courses and take an appropriate course to further, my own learning and awareness in this area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement Goal 3	11-A,D IV- A,E	Move forward the current Strategic Plan, in a fashion that "closes out" areas achieved and identifies others requiring carryover.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement Goal 4	II- A,D IV- A, E	Support the School Committee's Goal of " Developing the 2022 Strategic Plan with the Administration".	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Standards and Indicators for Effective Administrative Leadership

Superintendents should identify 1-2 focus Indicators per Standard aligned to their goals.

I. Instructional Leadership	II. Management & Operations	III. Family & Community Engagement	IV. Professional Culture
I-A. Curriculum I-B. Instruction I-C. Assessment I-D. Evaluation I-E. Data-Informed Decisionmaking I-F. Student Learning	II-A. Environment II-B. HR Management and Development II-C. Scheduling & Management Information Systems II-D. Law, Ethics and Policies II-E. Fiscal Systems	III-A. Engagement III-B. Sharing Responsibility III-C. Communication III-D. Family Concerns	IV-A. Commitment to High Standards IV-B. Cultural Proficiency IV-C. Communication IV-D. Continuous Learning IV-E. Shared Vision IV-F. Managing Conflict

Monomoy Regional School Committee

Superintendent Evaluation Summative

The 2021-2022 school year is near the end, and yet there is still so much work to be done.

The Superintendent Evaluation for the Monomoy Regional School District is a culmination of goals and standards to be met, matched, and exceeded. After careful analysis of each completed evaluation for Dr. Carpenter, the Performance Standard he has earned is an overall rating of **Proficient**. The Progress towards both his Professional and Student learning goals have been **met**, and there is **Significant progress** with District Improvement Goals.

This year we have seen growth in our approaches to assessment through Instructional Leadership. MAP testing is now available for grades K-10, and the district introduced a new reading curriculum ARC. Monomoy continues to be a progressive leader in this area of education. The Superintendent supported new curriculum initiatives in multiple ways, but most impactful were his walk throughs in both elementary schools witnessing the implementation of ARC. The committee reflected that in a short amount of time it was evident ARC may prove to be a highly effective curriculum, and the prepared presentation by administration and staff was supportive. However, with many variables since Covid and the slip in children's reading levels across the country, we hope that there will be a positive impact reported in future presentations to the committee.

The management of a district, as one may imagine is not an easy task and there are various moving parts. Over the years Dr Carpenter has supported and developed a team within the district who share his passion for excellence. Throughout the 2021- 2022 school year, the districts management excelled during the pandemic, Dr Carpenter is proactively working within our community regarding the housing crisis as it directly impacts recruitment of staff and housing for our families. The superintendent is instrumental in maintaining and enhancing our operations, technology, and grounds of the district.

Family and Community engagement does not lack in this district. Dr. Carpenter continues to modify his approach to reach as many families as possible with the support of his team. The district received bi-weekly reports and updates on the pandemic. Both in person and virtual forums were held to educate and inform the district with a consistent message, following the guidelines of our public health experts, while also listening and supporting all voices, no matter the political or personal views. Weekly and sometimes daily updates via email, Robo Calls, and social media are prepared and shared with our students, staff, families, and community members. The Superintendent held numerous budget presentations, and Regional Agreement discussions with community stakeholders. One member states on their evaluation, "Scott's family and community outreach has been outstanding."

Professional Culture is an evolving piece in any district's ability to grow. Dr carpenter reflects on his ability to build consensus in our community while keeping the best interests of our students at the forefront. This year, his work with DESE, both towns select boards, Fin Coms, the School Committee, and community members for both Harwich and Chatham were a job in itself. This resulted in unanimous support from both member towns on the budget and the amended Regional Agreement in an effort to support fiscal inequity.

Overall, the committee is pleased with Dr. Carpenter's performance, and we will continue to guide and support his district goals and vision.