

**JOINT SCHOOL COMMITTEE MEETING  
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE  
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

**September 27, 2018 – 7:00 p.m.**

**Media Room, Jr. High School  
Old Rochester Regional School District  
133 Marion Road  
Mattapoisett, MA 02739**

**District Members Present:** Cary Humphrey, Chairperson, Michelle Smith, James Muse, Heather Burke, Stefan Gabriel, Deborah Dyson, Tina Rood and Joe Pires.

**District Members Absent:** Paul Goulet.

**Union Members Present:** Patrick LeClair, Chairperson, Anne Fernandes, Sharon Hartley, Rachel Westgate, Carole Clifford and Ronald Gerhart

**Union Members Absent:** Christine Marcolini, April Rios and Robin Rounseville

**Other Staff Members Present:** Douglas White Jr., Superintendent of Schools, Diana Russo, Administrative Assistant to the Superintendent, as well as many members of the administrative team in the audience and members of the press.

Meeting was called to order at 6:36 p.m. by Chairperson Humphrey of the ORR School Committee and Chairperson LeClair of the Massachusetts School Superintendency Union #55.

**Chairperson's Report:** There was no chairperson's report

**OPEN COMMENTS:** NONE

**Superintendent's Report:** The Superintendent explained that the Strategic Plan presentation would be his report.

**A. Approval of Minutes**

Ms. Hartley suggested that the minutes of May 29<sup>th</sup> be amended by adding a sentence about the process and the Supt's Goals sub-committee of the superintendent's evaluation document. Everyone agreed and the minutes were amended.

**1. Regular Minutes: May 29, 2018**

Motion to approve the minutes of May 29, 2018 as presented and amended.

District, Mr. Muse

Union, Dr. Gerhart

Seconded

District, Ms. Dyson

Union, Ms. Hartley

Motion Passed

**V. General**

**C. Short Term Sub Rate Increase**

The Superintendent explained that currently the districts are having a difficult time getting subs for teachers, paras, and that the cafeteria is also have the same issue, he reminded everyone that the cafeteria budget is entirely independent of the regular budget, other than for health insurance costs. Ms. Burke stated that the proposal also mentioned custodians and asked what budgetary impact that would have on the budget. Superintendent explained that the impact would be minimal. Mr. Muse expressed he was in favor of increasing the short-term sub rate to \$11.00 an hour from \$10.00 an hour.

Motion to approve the of the proposal of increasing the short-term sub rate to \$11.00 an hour.  
District, Mr. Muse  
Union, Ms. Fernandes  
Seconded  
District, Ms. Dyson  
Union, Ms. Hartley  
Motion Passed

#### **D. May 2019 Meeting Change**

The Superintendent explained that the May meeting is scheduled for May 30<sup>th</sup> however it needs to be moved due to graduation being early this year. The committee decided to move the May meeting to June 4<sup>th</sup>.

Motion to approve the of May 2019 meeting change to June 4<sup>th</sup> at 6:30  
District, Mr. Muse  
Union, Ms. Fernandes  
Seconded  
District, Ms. Humphrey  
Union, Dr. Gerhart  
Motion Passed

#### **A. Strategic Plan – Vision 23**

Superintendent White expressed his gratitude for all the work of the administrative team, the committee members who participated and all the actions that will drive the work that's going on, and also thanking the steering committee and needs assessment, he also expressed that going forward the administrative team has been split into teams, a Social Emotional Learning Team, a Global Citizenship Team and the 21<sup>st</sup> Century Learning Team, Dr. White also encouraged members of the administrative team to step in where needed as he reviewed the plan.

*As a point of reference below are the members of the team:*

**Social Emotional Learning Administrative Team:** Mr. Brogioli, Mr. West, Mr. Nelson, and Mrs. Bowman

**Global Citizenship Administrative Team:** Mr. Spencer, Mr. Devoll, Mr. Tavares and Mr. Medeiros.

**21<sup>st</sup> Century Learning Administrative Team:** Dr. Frangos, Ms. Goerges, Mr. Coellner and Dr. White.

At this time the Superintendent reviewed the Strategic Planning document entitled VISION 2023 (please see attached). Superintendent also explained that he has met with all his administrative team and their goals are now aligned with the new strategic vision. Dr. White explained that the mission of the districts in the strategic plan is to inspire all students to think, to learn and to care.

#### **General Comments:**

Ms. Smith expressed that she was pleased with the way the document was formatted and that it really came together at the end.

Basic sentences that will drive the initiatives and the objectives

#### **Comments on 21<sup>st</sup> Century Learning:**

#### **Comments on Social Emotional Learning:**

## Comments on Global Citizenship:

Mr. Devoll I found that we had a pretty rich dialogue through out very passionate community members teachers k-12, we tried to do the best we could to hear the best prospectives, it was a collaboration it wasn't easy getting there, but the product reflects all perspectives.

Let me show you the 4 c's website, think about it needs to be in the learning environment, as we think about educating our staff, this is a tool that will be used by our administrators to educate our staff how to improve the

This work happened this year during the summer retreat with administrators, we want our teachers to start looking at what a 21<sup>st</sup> century learner will need, at the end of the 5<sup>th</sup> year, you really want to more exposure, more opportunities k-12, in project based opportunity, at least twice a year, and be able to showcase and being part of the experience. Be responsible and but teach our staff what a good project based learning experience looks like.

The ability for us to incorporate the 4 c's. and look at the importance of collaboration, critical thinking, creativity. Things that when you're on a team you know how to work in a team setting, ability to have good communication skills, written or oral, or to think outside the box to think different problems, and we expect our students to do as a group, so come together and solve the problem. The other part of this is we have a lot of individuals who use technology but not a lot of people who give back to technology. And then finally the piece around the 4 content areas.

Need to create more experiences for our kids, especially in the secondary level.

I don't know if you've been looking at the 18-22 classroom room, they are growing the vegetables and taking them to the farmers market and then using the income for their field trips and such. We are also having a classroom a group working on hatching trout. A little different from when I went to school

Dr. Frangos, next Friday, we have a full day of pd we recruited the 35 people, Brian Almeida presentating to his peers taught them engaged in carpentry, math skills, financial literacy, showing peers, great example of the work being done. Skype in and very excited about October 5<sup>th</sup>, this will snow ball kudos to Lisa Dix, presenting on tech tools, how to create a website by Silas Coellenr.

Mr. Gabriel, project based learning, one thing I'll be keep a close eye, disparity of experience would be a shame, project based learning, caution it could also lead to gaps and

Dr. White, the staff needs to be trained so that does not happen. A

Dr. Frangos your point is well taken, the teachers needs to keep an eye on that, pepper them throughout the curriculum areas and provide the training teachers that will make the experience and guidance and expertise, and evaluation is another piece, evaluated in the solo and on the group participation.

Ms. Burke, there is a tremendous amount of teacher training that needs take place. Teachers are not prepared. Project Based learning is not always a group project. You have to inform families far ahead of time.

Dr. Frangos, rubicon, ideally in any project a teacher with communication students, and here is the rubric and really lay it out the rubric would also be shared with parents/guardians. How do we communicate that to our parents and our students.

Lisa Dix, the nice thing about the science vertical team, try to come up with individual projects and being aware of timelines, not sure where that's coming from.

Ms. Rood, when you have expected outcomes and you stifle creativity. Creativity piece is very important to me.

Dr. white, and that's why this is written the way it is,

Dr. White, we need to go slow, there's a lot of educating that needs to go on, we have the 5 years to attain to that level.

Ms. Fernandes, the first year is used to train teachers, some teachers might want to try.

Ms. tina, at the high school there's a lot of great examples, a lot of exciting things happening at the high school.

Dr. Frangos, it's a question of scaling up, we do have it, see it understand it and start to embrace. How do we make that learning visual, as Doug spoke about the garden, learn how to sell them, share them.

Ms. tina there are some seeds

Ms. Burke, how many students in that classroom.

Mr. Muse scheduling might be affecting

How do we make education more exciting, the voice of student,

Mr. Gabriel, we should go full speed ahead but be aware, group project

Caution product should be the learning not always the product, the product is not always the important piece.

Mr. Decicco, is not always going to be about a group project? Correct?

21 st century learner,

Quite a bit of work around responsive classroom, expose our students, appropriate materials for the high school and as we are building this. important as in year 1 that every student is greeted and that they are being accepted across the board and means so much, being appreciated and we look about building relationships, we need not to stop at the high school.

2<sup>nd</sup> part in behavior management try to get common language for our students, what behaviors are appropriate and what behaviors are not appropriate. And giving them other ways so that our students don't repeat their behaviors. Making sure that case is very much a part of what we are doing, as group we need to be more consistent prek-12 in all three towns.

The next part of this is building those partnerships with our families, with our businesses, I went to Easton with members of fire department and police department in an active shooter conference, we took away work being done in Needham, working with the district attorneys' office, working with Mattapoisett police department in putting together an MOU.

Ms. Fernandes, a member of the Rochester Police Department attend.

Doug said no.

Safety is the last part of this. we need to continue to put safety at the top, already have had an ALICE drill and a trianng, we will be doing this on a regular basis, just talked to the SRO and how to make it as real as possible, and communicating that to the parents, make the scenarieos as reall as possible, conitnuesly looking at our plans and process, it won't go away since it's on the strategic plan.

#### COMMENTS:

Ms. Hartley, I was on the original all these represent a grid of a lot of thinking and communications. A word that is important that feel known and are known, the second is modeling it's about the whole school community all the adults must model the charactericts must model. Two words KNOWN and MODEL.

Mr. Brogioli, that is one o the best practices.

Ms. Dyson, i'm hoping that we are reminding the children that you are safe, this is a safe environment.

Mr. Kevin, we usually have a debriefing, the panara survey, it's a common

Ms. Westgate, the buy in of the teachers at the secondary level. How do you address that, they were trained last year, I led an advisory with my staff, instructionaly speaking we are all on the same page, it's been very clear, the structure will be consistent and it's up to me and Mr. Coellner to go around and make sure it's happening, model resources and materials,

Mr. Devoll the reposnive clasrrom extends to gread 8, the senioir has taken elements and make them adapative to 9-12, why would we go in a dirfferent direction, that's what we are looking for year 1, a model in place mentor/mentee in place during bulldog block, same time every day Monday through Friday, a week begins with a mentor time, time to infuse the motional curriculum.

Mr. Nelson, is not a program strictly to teach soial emtionak,, it's an approach to teaching, to develop academic readiness if done with fidelity, it affects all the goals, really it's an approach to teaching and learning.

This is district wide what you'll see in your own districts will be more detailed. Make some head way by 2023.

#### Global Citizenship:

Identify all the things happening around global, that civics will come back and creating that curriculum, starting tomorrow at the Atlas rubicon workshop, under the guidance of Dr. Frangos, developing a curricular as we address civic and see how it fits in our global society. How do we embed this throughout the curriculum.

Have those conversations across the board, and think we have some diversity but bring in more diversity and how does that experience look like, How we give those opportunities to our kids. Have the understanding that we have those experiences shared. It should be shared across the board, one of the things we talked about our empathy, we are working we have a cultural proficiency committee and then also have each building will have those committes as well.

As I look at the threer goals mesh very well and the drive each other.

Mr. Devoll reiterate all three goals are very much intertwined and support each other, it's an exciting plan.

COMMENTS:

Ms. Rood, it really opens the door to have hard conversations. Having open and honest conversations.

Mr. Gabriel, propose that these are linked to one another, upon reading this we expliit reference to link both documents.

Mr. Muse this has been a lot of work it's a plan to succeed seen as a challenge, which it should be the idea that this is here and there are expectations and all stakeholders will be affected by this and the expectations its' a living document, it's a tremendous everybody should know it's a very ambitious plan.

Dr. White, as you approve your school improvement plan you will see a link to this document. I did with each administrator, how does this connect with the strategic plan.

Mr. Humphrey, great job, looking bak at the to see all the students enthusiasccally involved, you have tied it together really well.

Ms. Smith, it was voiced by the actual stakeholders, great document great plan.

Coellner, that's wonderful alignment and efficiency to everyone's goals, its' a great plan.

Dr. White what needs to happen to officially adopt so we can continue.

Mr. Muse, make motion, second, Ms. Smith

Ms. Hartley, Ms. Westgate.

Thank you to eveyonr who worked on this.

Motion to approve the Strategic Plan – Vision 23 as presented and with the understanding that the Strategic Plan & the District Improvement Plan will become one document.

District, Mr. Gabriel  
Union, Ms. Clifford  
Seconded  
District, Mr. Muse  
Union, Ms. Fernandes  
Motion Passed

## **B. Approval of Superintendent's Goals 20108-2020**

Superintendent White explained that his goals are two year goals for the 2018-2019 school year and for the 2019-2020 school year, he went on to explained that they essentially linked to the Strategic Plan and vision, and also explained that he did add an additional goal which is the last one where he shares his goal around a succession plan and to identify highly effective administrators who share the district's mission. The Superintendent also directed school committee to the last page of superintendent's goals document where he highlighted all the standards that pertain to the 4 goals. (please see attached goals and rubric.)

Ms. Fernandes thanked the superintendent for presenting his goals, and expressed concern for the word "inspire" in action plan of the 21<sup>st</sup> Century Learning where it states "*Will empower*

*administrators to employ strategies that inspire staff to create.....” she suggested maybe using “direct” instead of “inspire”.*

Ms. Burke thanked Dr. White for including a goal regarding the succession plan in the administrative team, she expressed she felt it was very important.

**It would be really wonderful cultural diversity possibly new hires, also think about possible kind of diversity that would face new hires.**

**Mr. Stefan, who**

Motion to approve the of Superintendent’s Goals as presented with understanding the Superintendent’s Sub Committee will meet.

District, Mr. Muse

Union, Ms. Rood

Seconded

District, Ms. Smith

Union, Ms. Hartley

Motion Passed

At this time superintendent White asked Mr. Devoll to share the upcoming NEASC visit to our high school.

**10 year process of work, culminating beginning 9/30 16 educators from NE will be coming to the tri to learn about ORR attend our schools for three days, see what our high school and**

**Lst year was a self study to measure our own 7 accreditations starndards, these eccators, to review our self studyt and it’s a very exciting process for the high school, work in last visit in 2006. On Sunday we have a few events:**

**Communicyt reception 1:45**

**His ambassadors interviewiing two school members,**

**One for parents 3:30 and aso at 3:3 district school committee, scriped and time bound,**

**[aren’t to come to the library. Monday they are in our buildings interviews with teachers, stuent, sitting in on classes**

**Wedn closing reception, share their take away, full report available a few months later, we welcome all so..**

Mr. Gabriel asked if the student representatives had been selected. Mr. Devoll, explained that the high school Ambassadors will be the tour guides for all the events.

## **VII. School Committee**

### **A. Reorganization (Union #55 Only)**

B. At this time the Massachusetts Superintendency Union #55 re-organized for the 2018-2019 school year.

Dr. White opened the nominations for Chair

MOTION: by Ms. Clifford nominated Mr. LeClair as Chairman

Mr. LeClair accepted

SECOND: by Ms. Westgate

UNANIMOUSLY VOTED

MOTION: by Mr. LeClair nominate d Ms. Hartley as Vice Chair

Ms. Hartley accepted  
SECOND: by Ms. Fernandes  
UNANIMOUSLY VOTED

**OPEN comments: NONE**

Meeting adjourned at 8:39 p.m.



ATTACHMENT  
CHAIRPERSON'S REPORT  
SUPERINTENDENT'S EVALUATION 2016-2018  
May 29, 2018

**PROGRESS TOWARD GOALS**

The overall composite review of Superintendent White's goals indicates that all members believe he made progress toward meeting all goals.

**Student Learning Goal:**

**Social Emotional Learning "ALL for ALL"**

During 2016-2017 and 2017-2018 school years, I will lead and assist building administrators to ensure that ALL students will receive Social Emotional Learning (SEL) support using the research based Collaborative Academic Social Emotional Learning (CASEL) model.

**Average Goal Rating: MET**

Regarding the Student Learning goal, Social Emotional Learning, the majority of School committee members believe that Dr. White met or exceeded this goal.

School Committee members praised Dr. White's commitment and accomplishments in this area. Specifically, members expressed appreciation for the adoption of the core competencies of the Collaborative for Academic, Social and Emotional Learning (CASEL) at all levels of District schools. The umbrella of guidance from CASEL provides connections between all schools and supports our students. Many Committee members praised the many inspiring guest speakers and relevant presentations for our schools and parents.

Committee members offered specific examples of accomplishments in this area:

- [The Superintendent} has not only ensured social emotional learning for all children by bringing programs to address the needs of all learners, but also provided the staff, teachers and administrators with the necessary strategies, and guidance to establish a learning environment that all learners can be successful. "
- "Dr. White exceeded expectations in this area, not only leading the initiatives of the administrative team but also working with the community through the The Healthy Tri-Town Coalition. "
- "The District has continued its commitment to Responsive Classroom (RC). An important accomplishment is the implementation of RC at the Junior high School! However, at some schools, RC is still not fully implemented. Teachers continue to use inconsistent routines and strategies. "

School Committee members offered suggestions and next steps toward improvement:

- "If this topic is included in a future goal/strategic plan, it would be good to have baseline data to track so that we could see how SEL, CASEL, Responsive Classroom impacts students. "
- "We need ways to ensure that our communication is reaching parents. I can see evidence of our increased [efforts] toward communication but how do we know we are reaching parents?"

**District Improvement Goals:**

**BUDGET "ALL for ALL"**

During the 2017 and 2018 school years, I will work with school personnel and school committees to increase transparency, awareness, participation, and engagement in each of the district's budget process. I will work with all stakeholders across all communities to develop budgets that support the district's vision, mission, and goals; once the budgets are approved, I will continuously work with school committees and build level administrators throughout the year to allocate and manage expenditures consistent with district- and school-level goals and available resources.

**Average Goal Rating: Exceeded**

Regarding the District Improvement Goal for Budget, the all of School committee members believe that Dr. White exceeded this goal.

Committee members were articulate in their descriptions of accomplishments to increase transparency, awareness, participation and engagement in all areas of the District's budget processes. This is an area of strength and expertise for Dr. White.

Committee members offered specific examples of success:

- Dr. White “met with all stakeholders, including town officials and board members and invited them to the table at all times. He brought DESE to [the District] to explain the regional equation to all stakeholders. Doug presented transparent budgets, during open hearings in friendly, welcoming and informative presentations.
- “The budget process was a positive, collaborative and open process.”
- “Dr. White supports budget priorities that reflect our strategic goals and presents district budgets in a clear and thoughtful manner.”
- “The creation of a 5-year education plan around education needs and identifying [and prioritizing] all capital needs at the District are steps in the right direction. Helping towns to see that the Operational needs of our schools needed to be looked at separately from the Capital needs of our schools was a big shift in paradigm over last year.

Regarding next steps:

- “Now that we have identified the Capital Needs, funding them will be the next challenge. It is important that we continue to open conversations with our towns so they are aware of our needs ... and can work together to come up with ideas for funding. “

#### **TECHNOLOGY “All for ALL”**

During the 2017 and 2018 School years, I will lead and assist all administrators to ensure the sustainability of technology at ALL levels. In addition, I will assist in expanding the knowledge and awareness to staff, students, and parents to ensure technology use is age appropriate and will have the greatest impact on teaching and learning.

#### **Average Goal Rating: MET**

Regarding the District Improvement Goal for Technology, all of School committee members believe that Dr. White met or exceeded this goal.

Committee members offered examples of accomplishments in the area of technology:

- [The provision of] “Chromebooks in grades 3-6 at all elementary schools and the student tech desk at the high school ensure opportunities for students to practice their skills and gain confidence. Maker spaces are a great addition to district libraries.”
- “I am pleased that there has been education around the potential negative impacts of technology.”
- “Highlights include security updates and additions ... updates to technology infrastructure through grants. “
- “The addition of Maker Spaces gave students more hands-on learning, both guided and self-instructed.
- “A district-wide commitment to technology and STEM was an ongoing theme and integrated strategically to all other goals.”
- Maker Spaces provide enrichment and critical thinking opportunities for students by including 3D modeling and robotics.”
- “Increase attention to media literacy continues to be a positive”.

Members offered some comments for consideration and next steps:

- “I think it is important to have information on whether our grade levels are on the same page.”

- “The use of technology seems uneven or too focused on Chromebooks. In some situations Chromebooks aren’t effectively used.”

### **Professional Practice Goal:**

#### **INSTRUCTION STRATEGIES “ALL for All”**

During the 2017 and 2018 school year, I will lead and assist administrators and educators to support and implement high level instructional strategies (i.e., Marzano, Hattie) to ensure academic rigor and engagement for ALL students.

#### **Average Goal Rating: MET**

Regarding the professional practice goal for Instructional Strategies, the majority of School committee members believe that Dr. White met or exceeded this goal.

Committee members offered several specific examples of accomplishments in many areas.

- “The creation of common instructional goals for the whole district [based on] Marzano’s instructional strategies was a great way to unify all teachers.” “Principals shared information [about the strategies], led discussions during staff meetings, provided feedback to teachers during evaluations.”
- “The work around and the rollout of the Standards Based Report cards over the last two years is not to be understated. This work... provided parents with specific, detailed information about their child’s progress. Further, the report card offers ways the family can support work being done in school. ...This work enhances the home/school bond.”
- “The district created a vertical team of elementary science teachers [and] initiated grade level meetings with elementary teachers to unpack the new science standards.”
- “At the High School level, the District expanded Advanced Placement opportunities and revamped STEM offerings.”
- In at least one school, “the District took important initial steps to introduce Instructional Rounds as an interactive professional practice for school improvement.”
- “Dr. White and his leadership team designed and implemented an inspiring and innovative kick-off for the school year. Video presentations introduced the schools and staff in a way the celebrated the unique features of each school and, at the same time, united the school community with the motto: #WEareOR. This introduction set a positive tone for the school year and communicated high expectations for all!”

Committee members offered suggestions for next steps toward further improvement in some areas:

- “I believe more should be done to improve learning opportunities for high performing students – improving learning challenges, approaches and environments.”
- “I think it is wonderful that we have department leaders... [However] I think we need to give them the tools to even out teaching in their departments. Too many students have very different experiences based on which teacher they have.”
- “Moving forward, teachers should be provided with professional development in the Instructional Rounds process so that they may participate in full-fledged rounds where teachers identify a common area for improvement, visit classrooms to observe this area and meet collaboratively to provide feedback. “

## **PERFORMANCE ON STANDARDS**

### **Standard I: Instructional Leadership**

**The educational leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.**

#### **Standard I**

**All school committee members believe that Dr. White is proficient or exemplary.**

Committee members offered examples of accomplishments in this standard:

- “Dr. White’s commitment to the Marzano Instructional practices is unifying and evidence of a shared vision of not only what we teach our students but how we teach them.”
- “This is an area of expertise for Dr. White. He effectively uses multiple data sources to analyze and evaluate District performance. During meetings he is prepared to answer questions and provides current, appropriate data.”
- “Most exciting to me is the chance for teachers to observe one another and share ideas.”
- “Atlas Rubicon is another indicator of the support for sharing ideas.”
- “Doug leads by example. His strong leadership has encouraged teachers and staff to be leaders themselves. Doug is a true leader in his profession; an asset to the ORR district.”

Committee members also noted an area for improvement:

- “The junior and senior high schools need to find ways to make the learning experience consistent for all students across common subject areas, but with different teachers.”

### **Standard II: Management and Operations**

**The educational leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing and scheduling.**

#### **Standard II**

**The majority of school committee members believe that Dr. White is proficient or exemplary.**

Committee members offered examples of accomplishments in this standard:

- “Dr. White... [promotes] student safety, health and social and emotional needs.”
- “The security systems in our schools with increased level of cameras and safety checkpoints ... show a commitment to the safety of our school community.” [We should continue to address these areas] so that our students can focus on learning.”
- “The advent of the Bulldog Block is wonderful. The adherence to the Strategic Plan is admirable and has resulted in significant, positive change in the district. “

### **Standard III: Family and Community Engagement**

**The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations and other stakeholders that support the mission of the district and its schools.**

#### **Standard III**

**All school committee members believe that Dr. White is proficient or exemplary.**

Committee members offered examples of accomplishments in this standard:

- “Dr. White’s work over the past two years in the area of family and community engagement has been exemplary. He is not just coordinating family and community events, he is working side by side with his staff to help families to feel welcome and a part of the school community.”
- “Relationships with town boards continue to improve as a result of Dr. White’s efforts. “
- “The Superintendent is engaged with many events that happen during the school day as well as after school.”

### **Standard IV: Professional Culture**

*The education leader promotes the learning and growth of all students and the success of all staff by nurturing and sustaining a district-wide culture of reflective practice, high expectations, and continuous learning for staff.*

#### **Standard IV**

**All school committee members believe that Dr. White is proficient or exemplary.**

Committee members offered examples of accomplishments in this standard:

- Dr. White “continues to frame our discussions around the question, *What is best for our students?*”
- “The Superintendent used the two year evaluation process in an effective manner, which allowed new initiatives to start and continue without an artificial end. This allowed him to commit to processes that encouraged continued growth for our staff. “
- In my time on the School Committee I have never been more impressed than I have been in the last two years when it comes to staff morale and their eagerness to reach a higher level of success.”