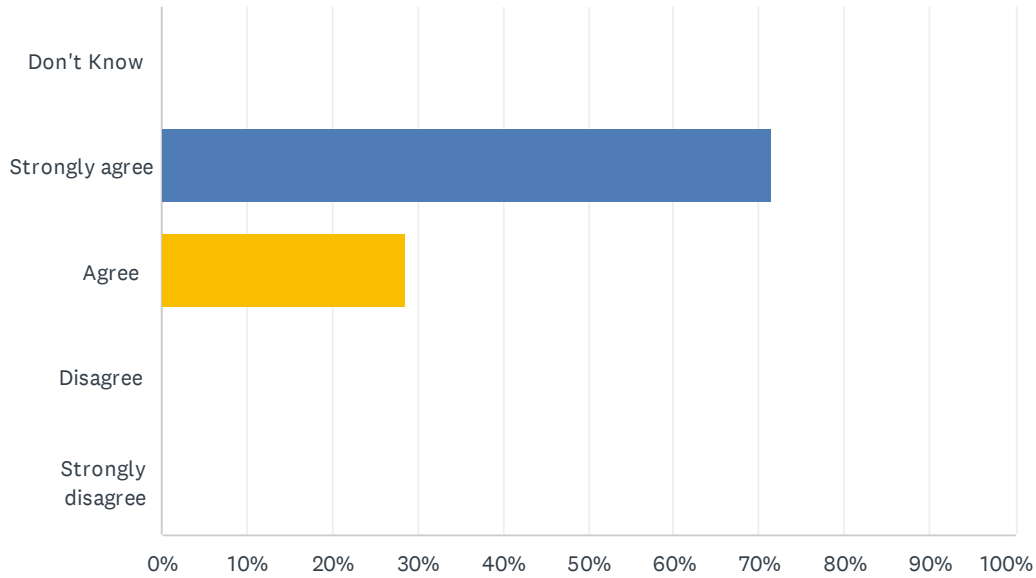


## Q1 The committee's policies are clear and up-to-date.

Answered: 7 Skipped: 0

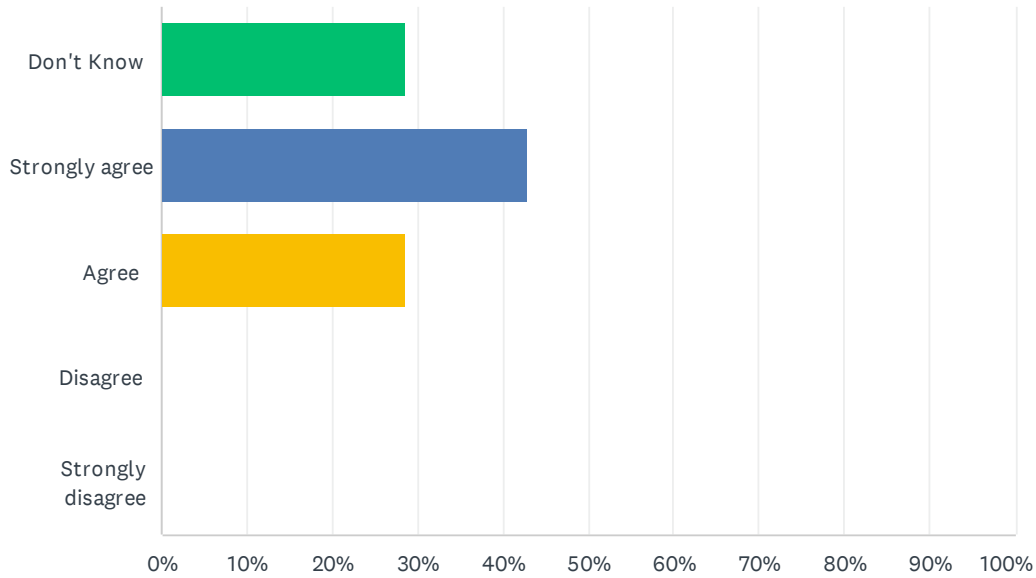


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	71.43% 5
Agree	28.57% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 7	

#	COMMENTS:	DATE
1	The policy subcommittee has done a great job of updating policies this year. That said I am concerned they are not clear enough because there are so many policies. I realize we are following the MASC templates, but they could be more user friendly for members of the public to find information.	4/14/2025 8:38 PM
2	Between the summer work to update the entire policy book, to regular MASC upkeep (Title IX and more), to tackling tough topics like cell phones, our policy work is very strong right now.	4/14/2025 3:13 PM
3	The policy committee did a great job of getting through the entire manual. Thank you for the time and effort spent on this.	4/12/2025 4:54 PM
4	I think we have done a good job this year of rigorously going through our policies and making updates. Thank you to the subcommittee!	4/1/2025 11:09 AM

## Q2 The committee has adopted a mission statement.

Answered: 7 Skipped: 0

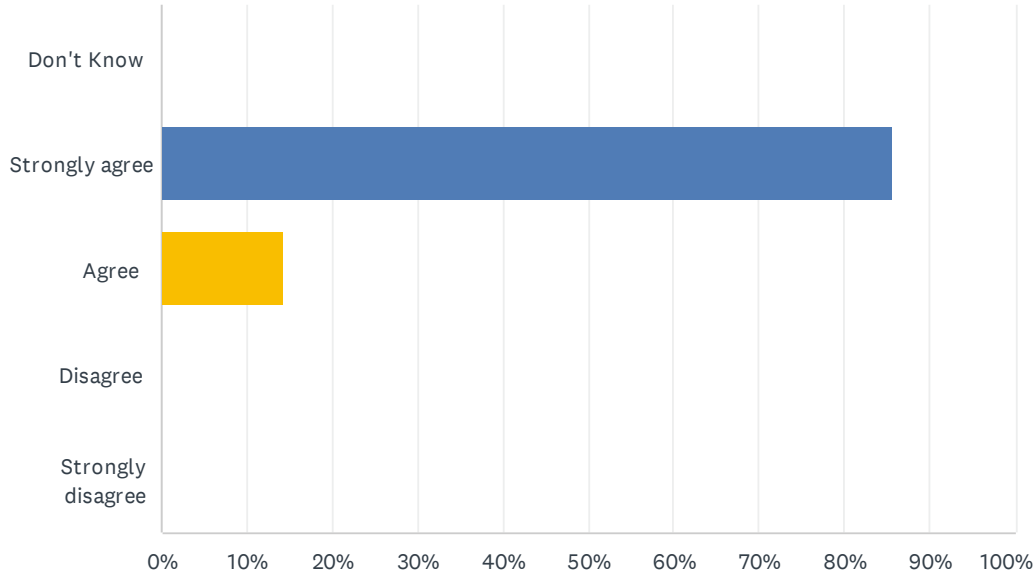


ANSWER CHOICES	RESPONSES
Don't Know	28.57% 2
Strongly agree	42.86% 3
Agree	28.57% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 7	

#	COMMENTS:	DATE
1	We follow the mission of the school but I'm uncertain if we have a mission statement. We do however have clear, measurable goals.	4/12/2025 4:54 PM
2	We have a district mission statement	4/9/2025 2:33 PM
3	The district has a mission statement. I don't think we have our own. Is that typical?	4/7/2025 8:38 AM

### Q3 The committee regularly evaluates its progress relative to the goals and objectives that have been adopted.

Answered: 7 Skipped: 0

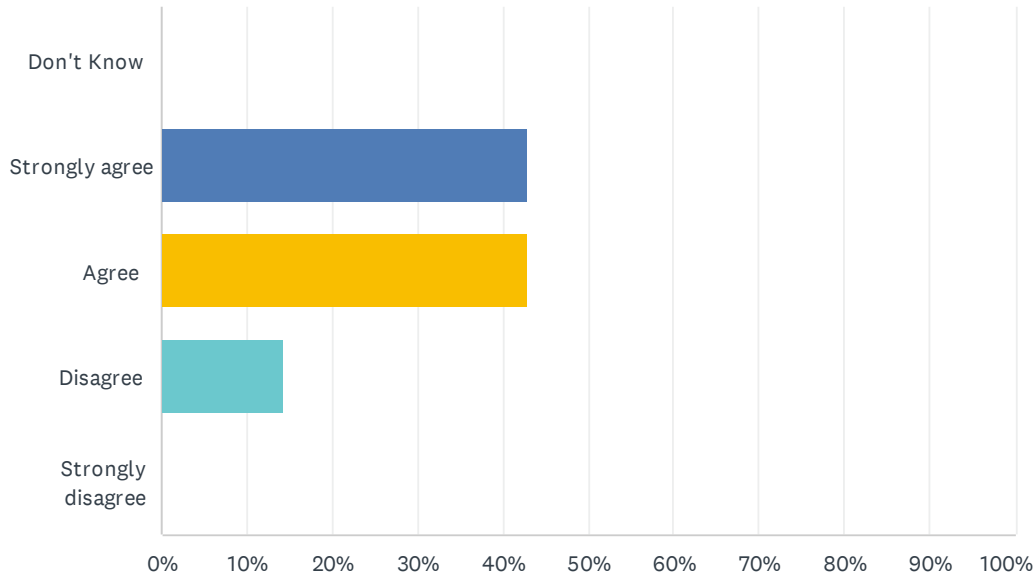


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	85.71% 6
Agree	14.29% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 7	

#	COMMENTS:	DATE
1	I really appreciate not just the focus on the goals this year but the clear tracker that we have been using.	4/14/2025 8:38 PM
2	Julie has been a rockstar when it comes to goal setting and tracking.	4/14/2025 3:13 PM
3	Julie has done an amazing job keeping us all focused on our goals and the progress towards our goals. We review them regularly.	4/12/2025 4:54 PM
4	Although the goals were not published to the website for the public to see.	4/9/2025 2:33 PM
5	Our chairs did a great job of outlining and reviewing our goals this year.	4/1/2025 11:09 AM

## Q4 The committee refrains from involvement in the administration of the school system.

Answered: 7 Skipped: 0

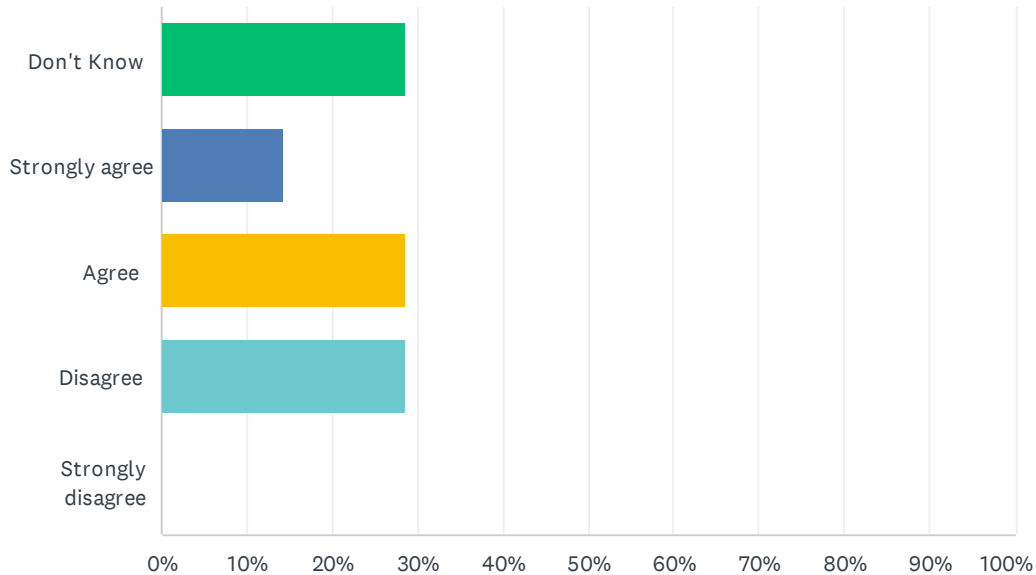


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	42.86% 3
Agree	42.86% 3
Disagree	14.29% 1
Strongly disagree	0.00% 0
Total Respondents: 7	

#	COMMENTS:	DATE
1	This is an area of tremendous growth for the committee. It is perhaps due to the changing makeup of our committee.	4/12/2025 4:54 PM
2	The committee entertained too many operational items this school year. We should work harder to stay above operational issues going forward.	4/1/2025 11:09 AM

## Q5 The committee members take part in educational workshops and conferences to help them make informed decisions.

Answered: 7 Skipped: 0

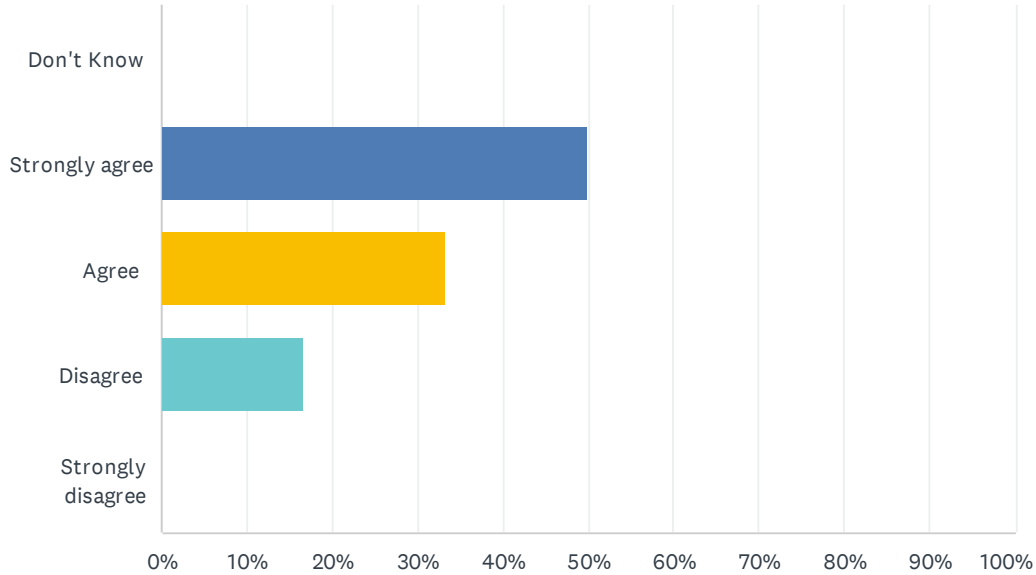


ANSWER CHOICES	RESPONSES	
Don't Know	28.57%	2
Strongly agree	14.29%	1
Agree	28.57%	2
Disagree	28.57%	2
Strongly disagree	0.00%	0
Total Respondents: 7		

#	COMMENTS:	DATE
1	It would be good to see us do more of this. We should proactively map out known workshops and conferences for the remainder of 2025 to better coordinate attendance.	4/14/2025 8:38 PM
2	We are a busy committee and all dedicate a lot of time to it so it's hard to find additional time sometimes for the MASC conferences and other workshops. I do think we seek out educational opportunities in other ways, such as communicating with peer districts, talking with issue area experts, and doing our own research.	4/14/2025 3:13 PM
3	We didn't go to the MASC conference this year. I do believe however that the committee keeps informed by reading the daily emails from MASC as it often comes up during discussion.	4/12/2025 4:54 PM
4	Charting the course!	4/1/2025 11:09 AM

## Q6 Roles of committee officers are defined in committee policy and understood by all members.

Answered: 6 Skipped: 1

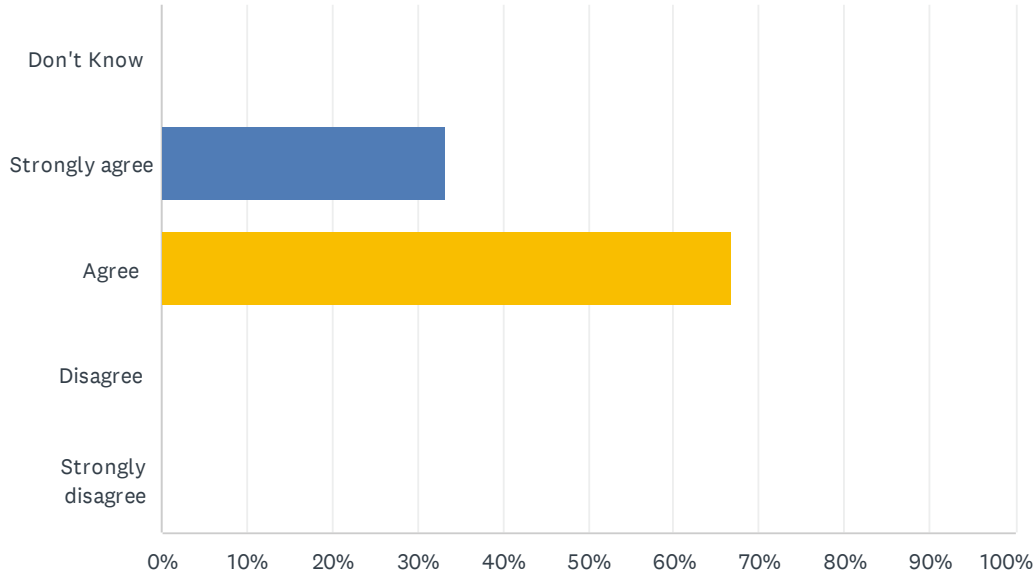


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	50.00% 3
Agree	33.33% 2
Disagree	16.67% 1
Strongly disagree	0.00% 0
Total Respondents: 6	

#	COMMENTS:	DATE
1	I encourage the committees to review the role of subcommittees The role of the chair both at the meeting and outside the meeting. Roles of individual committee members	4/9/2025 2:33 PM

## Q7 New members receive introductory training and orientation when they join the committee.

Answered: 6 Skipped: 1

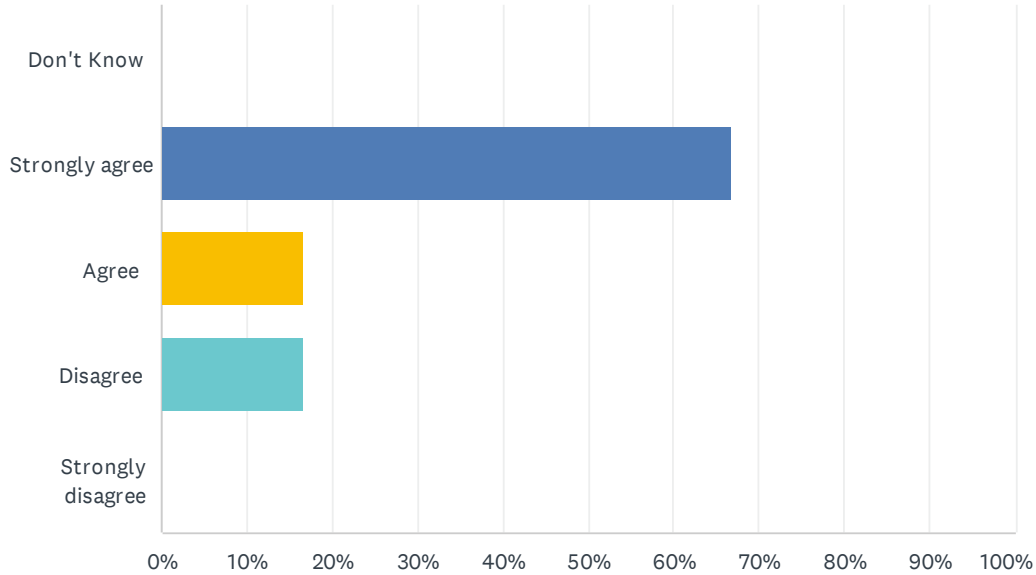


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly agree	33.33%	2
Agree	66.67%	4
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total Respondents: 6		

#	COMMENTS:	DATE
1	We are doing better at onboarding new members I think, but it's certainly far from perfect.	4/14/2025 3:13 PM
2	New members all complete the Charting the Course training. We do provide new members with onboarding documents and the chairs meet with new members and Metco reps to onboard.	4/12/2025 4:54 PM
3	The shared drive is incredibly helpful.	4/1/2025 11:09 AM

## Q8 Procedures and protocols for committee operations are published and understood.

Answered: 6 Skipped: 1

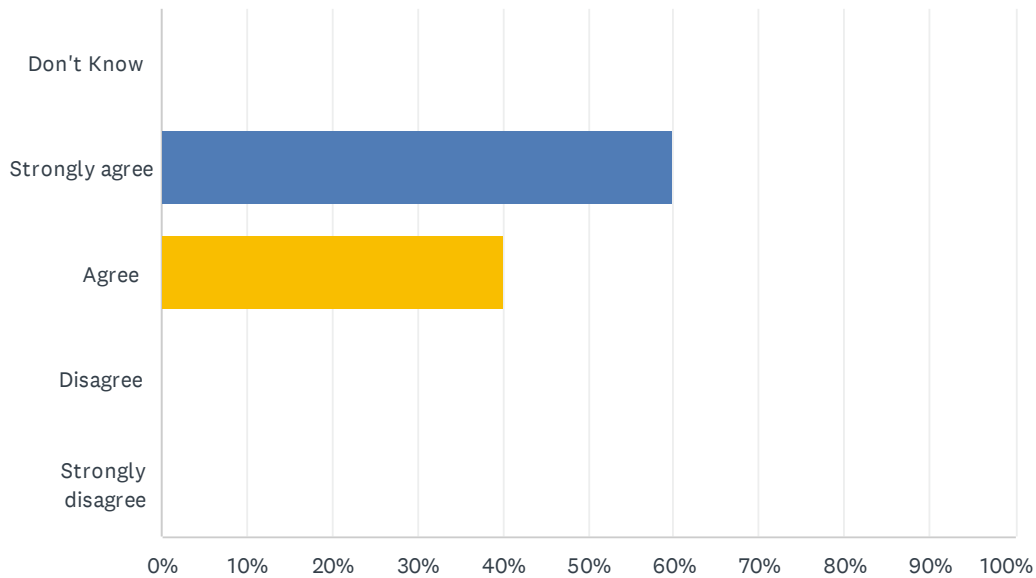


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	66.67% 4
Agree	16.67% 1
Disagree	16.67% 1
Strongly disagree	0.00% 0
Total Respondents: 6	

#	COMMENTS:	DATE
1	These are up to date and on the website.	4/12/2025 4:54 PM
2	Unfortunately not published this year.	4/9/2025 2:33 PM

## Q9 Members treat each other with courtesy and respect.

Answered: 5 Skipped: 2

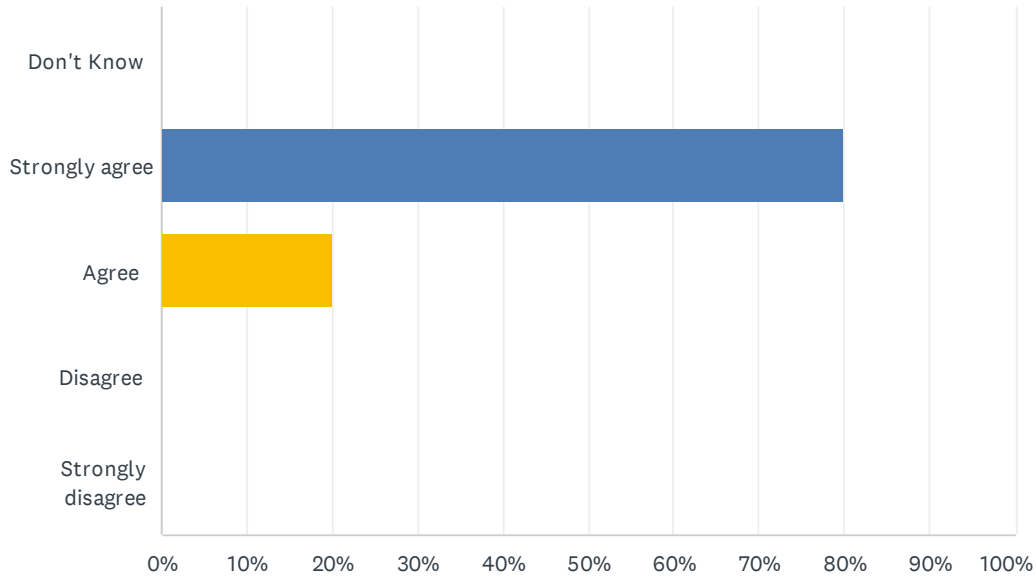


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	40.00% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	I feel the 2024-2025 School Committee members have all been courteous to each other overall. It has been a great group to work with.	4/14/2025 8:38 PM
2	This has been the most collegial, collaborate group in my several years on the committee.	4/14/2025 3:13 PM
3	This is also an area of great improvement due to the makeup of the committee. However we do still have members that are not respectful in meetings or in email and look to "catch" others doing something wrong.	4/12/2025 4:54 PM
4	We have a great committee	4/1/2025 11:09 AM

## Q10 All members are encouraged to voice opinions and take positions on issues.

Answered: 5 Skipped: 2

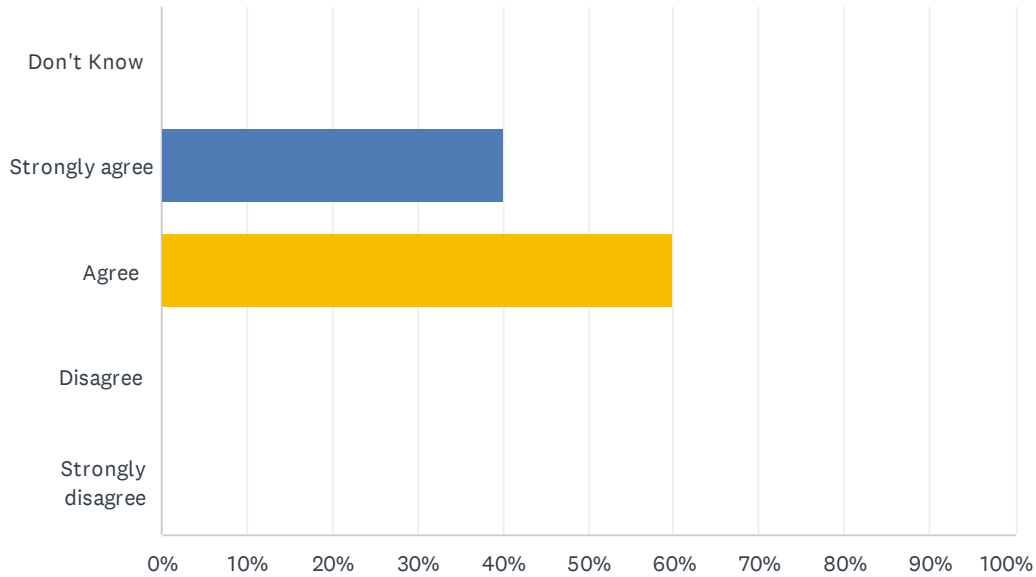


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	80.00% 4
Agree	20.00% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	The chairs have allowed for discussions during meetings and everyone has a voice in the discussions.	4/12/2025 4:54 PM

## Q11 Members respect the will of the majority and support decisions once they are made.

Answered: 5 Skipped: 2

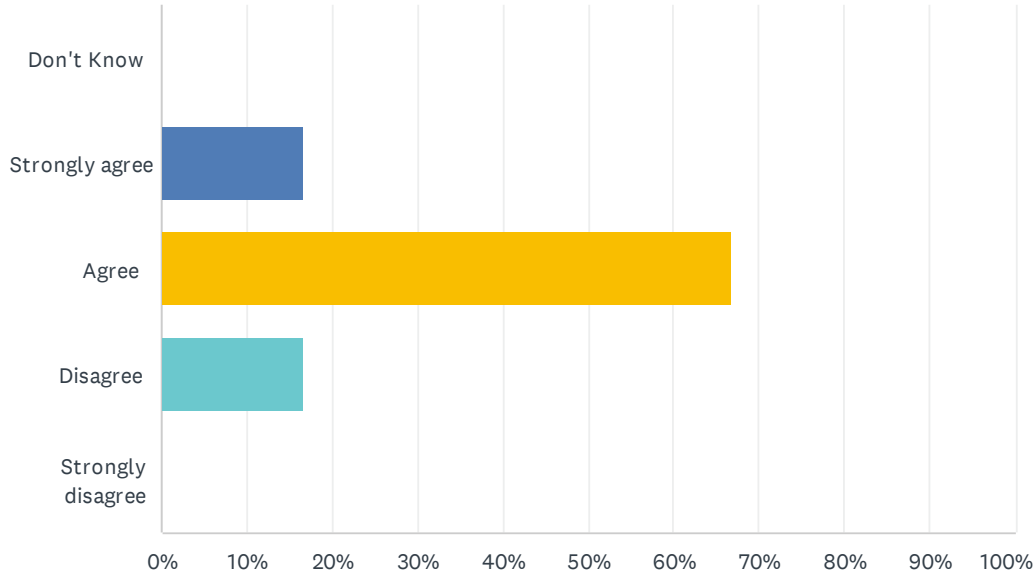


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	40.00% 2
Agree	60.00% 3
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	The majority of the committee supports the will of the committee. However, it still feels as though one member shares information with the public outside of meetings and works against the other members.	4/12/2025 4:54 PM

## Q12 Members share pertinent information with each other to prevent surprises and promote informed decision making.

Answered: 6 Skipped: 1

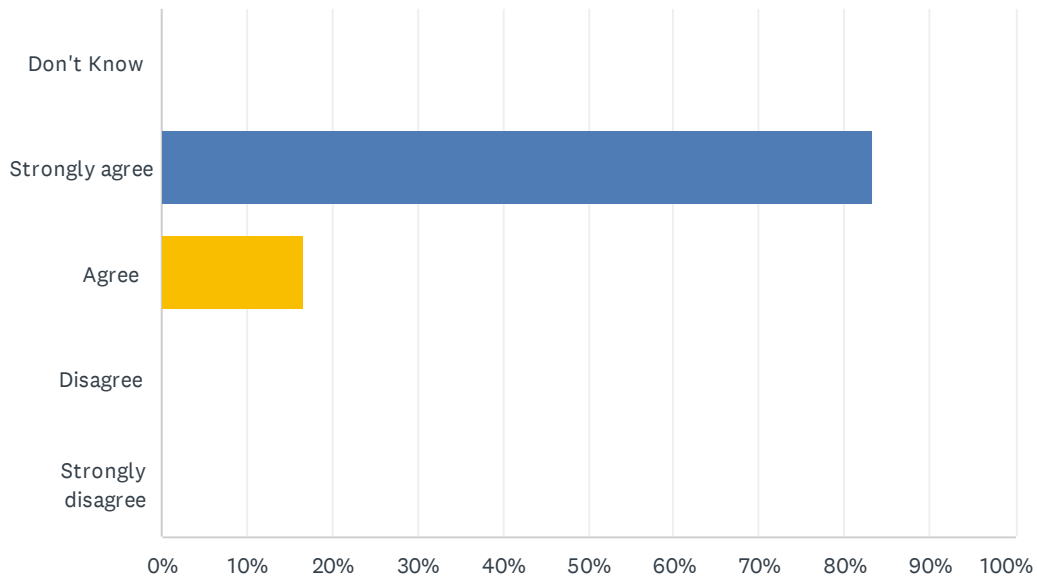


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly agree	16.67%	1
Agree	66.67%	4
Disagree	16.67%	1
Strongly disagree	0.00%	0
Total Respondents: 6		

#	COMMENTS:	DATE
1	I think this could be stronger, but for the most part, yes.	4/14/2025 3:13 PM
2	Again, I do agree that the majority of the committee does enjoy surprising the committee.	4/12/2025 4:54 PM
3	There have been occasions when there have been statements by the chair at the beginning of the meeting that were not communicated beforehand, and communications outside of the meeting that have not been vetted by the committees.	4/9/2025 2:33 PM
4	Somewhat limited with OML but the agenda overviews are so incredibly helpful in prepping for a meeting.	4/1/2025 11:09 AM

### Q13 Members "do their homework" and come prepared to make decisions.

Answered: 6 Skipped: 1

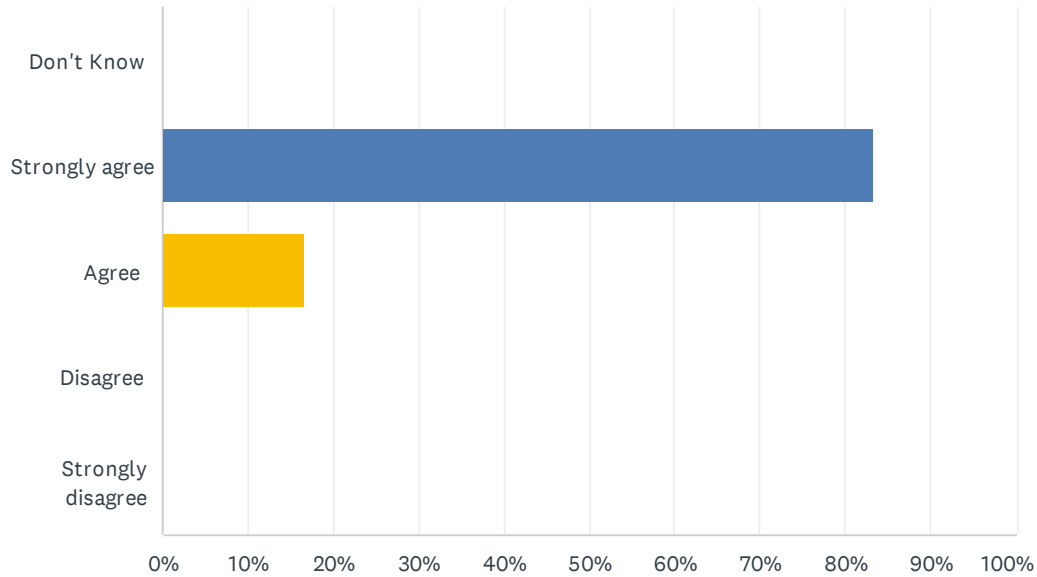


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	83.33% 5
Agree	16.67% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 6	

#	COMMENTS:	DATE
	There are no responses.	

## Q14 Members understand the role of the individual as part of the whole group.

Answered: 6 Skipped: 1

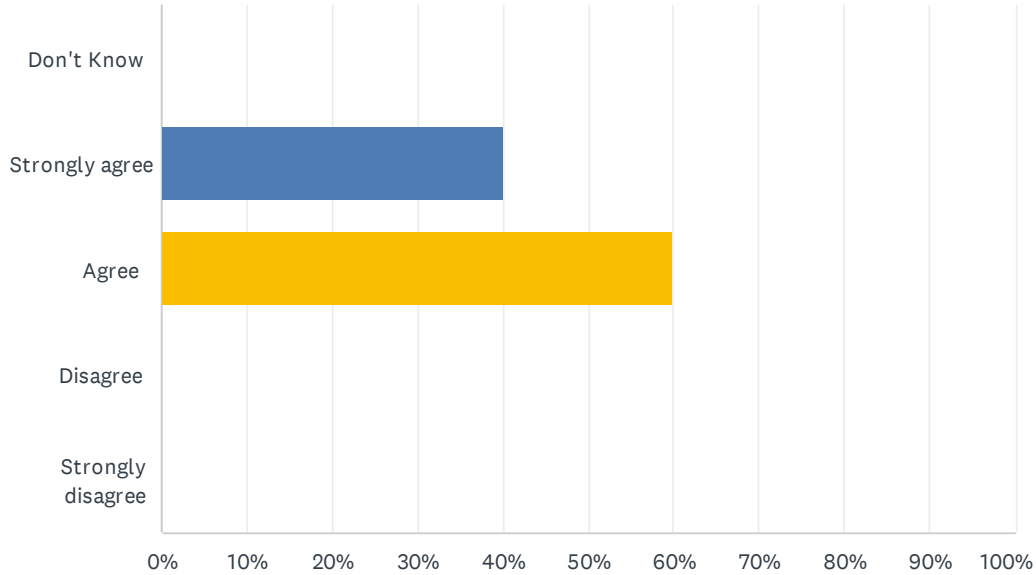


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	83.33% 5
Agree	16.67% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 6	

#	COMMENTS:	DATE
	There are no responses.	

## Q15 The committee regularly evaluates the superintendent using a mutually agreed-upon process.

Answered: 5 Skipped: 2

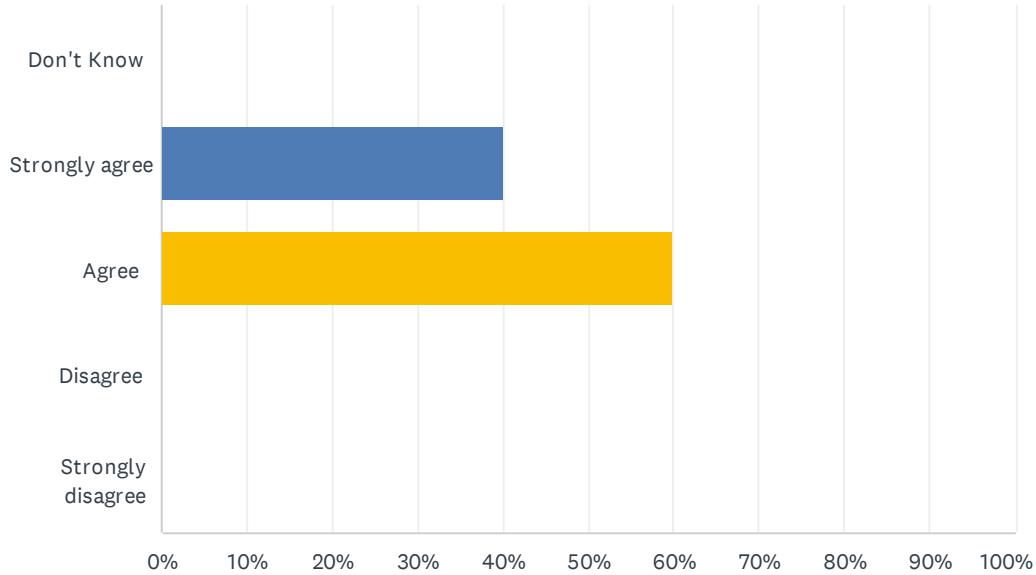


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	40.00% 2
Agree	60.00% 3
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	We have agreed to an every other year cycle of evaluation for the superintendent as she is an experienced superintendent.	4/12/2025 4:54 PM
2	I think we should move to an annual evaluation.	4/9/2025 2:35 PM

## Q16 The types and frequency of communications are agreed to in advance.

Answered: 5 Skipped: 2

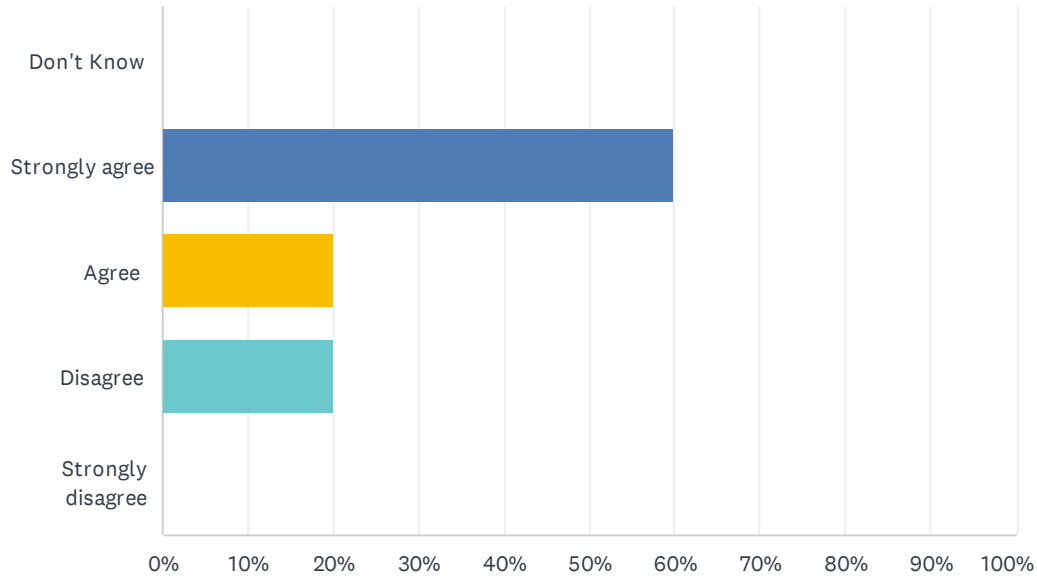


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	40.00% 2
Agree	60.00% 3
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	I think there is good communication between the SC and the Superintendent. I am not sure then type and frequency has been officially agreed, but I feel the communication systems work. I appreciate Dr. Hunter's pro-active communication and weekly recaps.	4/14/2025 8:38 PM
2	Laurie sends a weekly wrap of the week to inform the committee of everything happening in the district.	4/12/2025 4:54 PM

## Q17 The superintendent is accessible to committee members.

Answered: 5 Skipped: 2

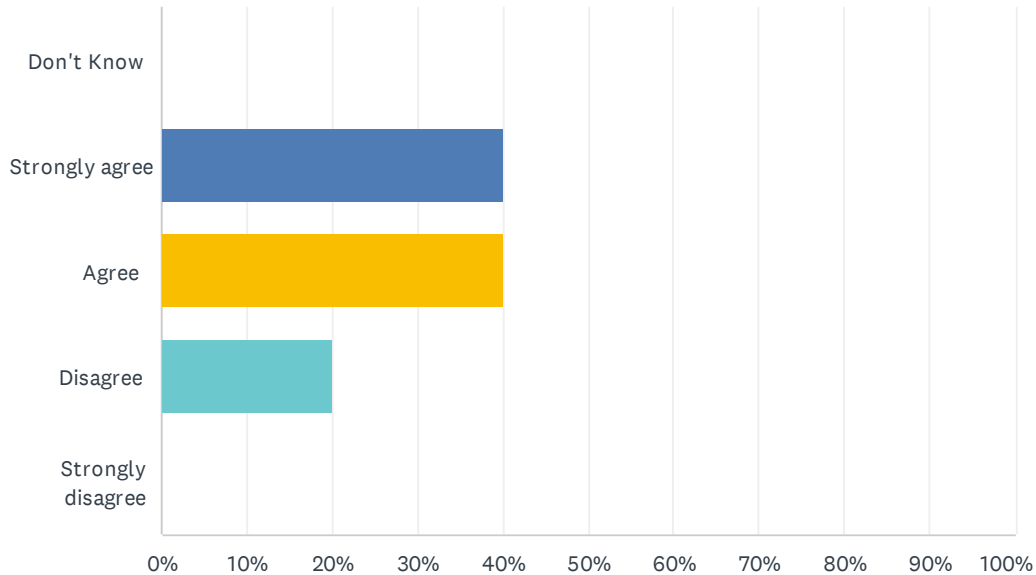


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	20.00% 1
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	She is accessible and available to committee members.	4/12/2025 4:54 PM
2	I personally don't feel welcome to contact the superintendent, but I know that this can be resolved going forward for all committee members.	4/9/2025 2:35 PM

## Q18 Committee members contact the superintendent when seeking information.

Answered: 5 Skipped: 2

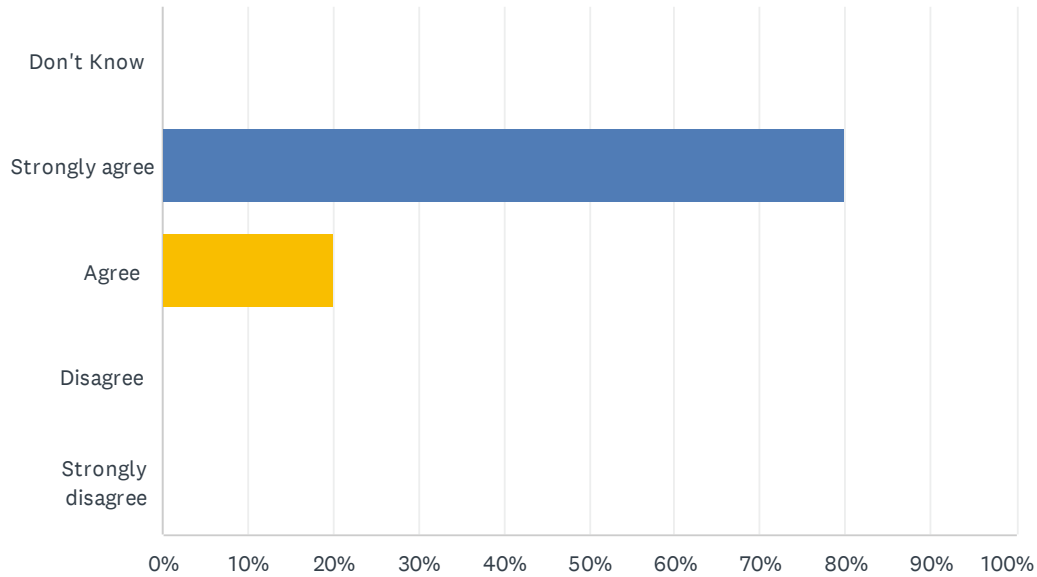


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	40.00% 2
Agree	40.00% 2
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	We generally work through the chairs to help streamline information.	4/14/2025 3:13 PM
2	The committee members do contact the superintendent as necessary but we do have protocols to go through the chairs with questions to make things efficient. We have had issues with members in the past making demands beyond what a school committee member should do.	4/12/2025 4:54 PM
3	But only through the chairs.	4/9/2025 2:35 PM
4	Respectfully, and at monthly intervals.	4/1/2025 11:09 AM

## Q19 The superintendent informs the committee of major personnel decisions.

Answered: 5 Skipped: 2

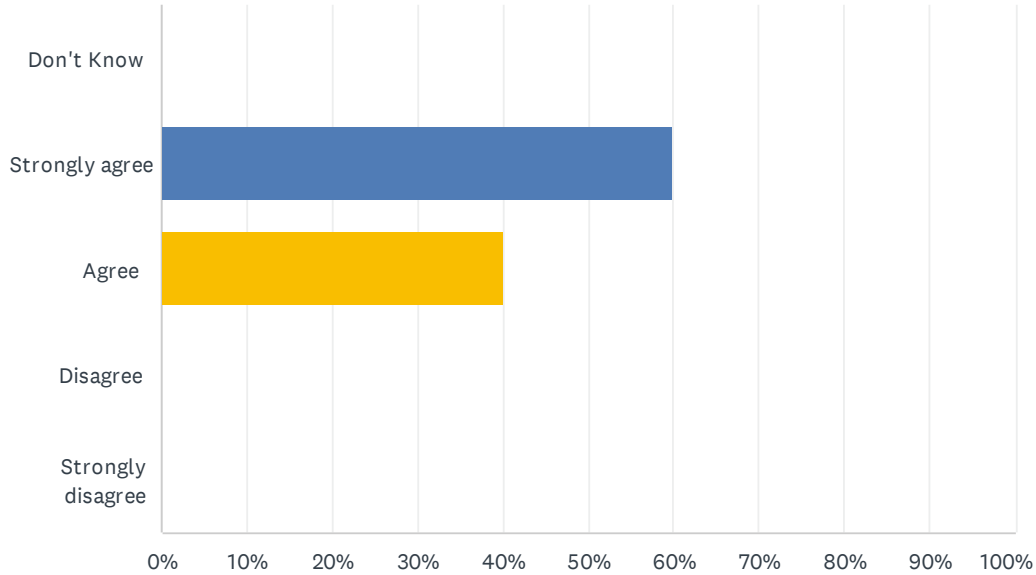


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	80.00% 4
Agree	20.00% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
	There are no responses.	

## Q20 The superintendent and committee treat each other with mutual respect and professionalism.

Answered: 5 Skipped: 2

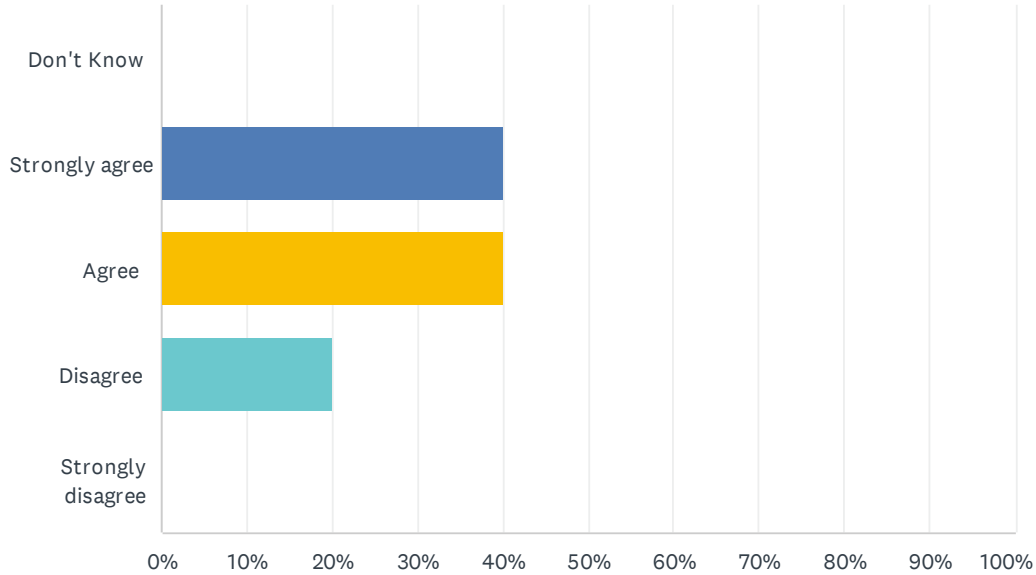


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	40.00% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	For the most part I strongly agree with this.	4/12/2025 4:54 PM
2	It is getting better.	4/9/2025 2:35 PM

## Q21 Both the committee and the superintendent operate on a "no-surprises" model.

Answered: 5 Skipped: 2

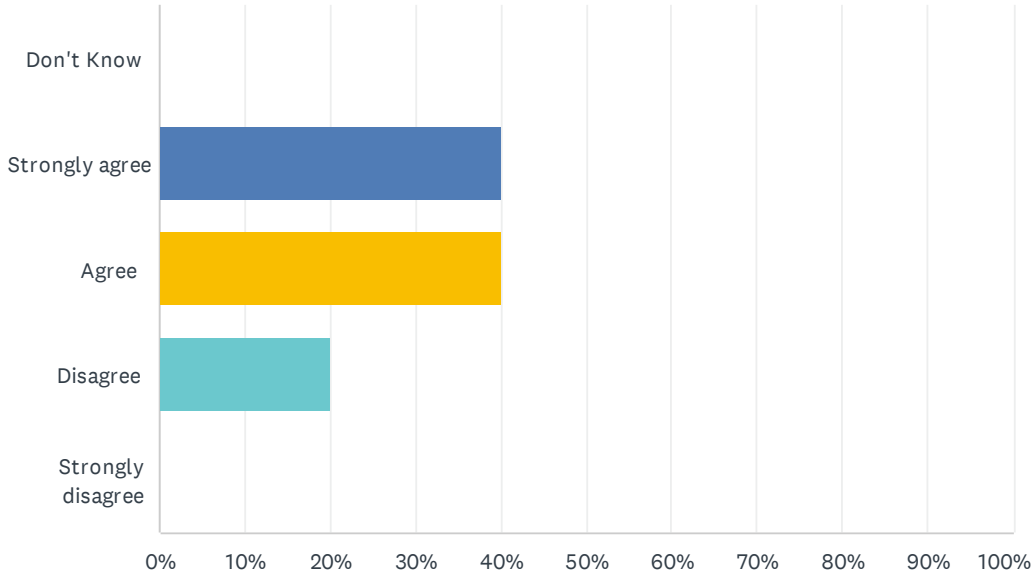


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	40.00% 2
Agree	40.00% 2
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	I would like to strongly agree with this, but all members did not act like this all the time this year.	4/12/2025 4:54 PM
2	As state earlier a few instances of surprises, mostly on the committee side.	4/9/2025 2:35 PM

## Q22 A long term, strategic plan exists and is regularly reviewed.

Answered: 5 Skipped: 2

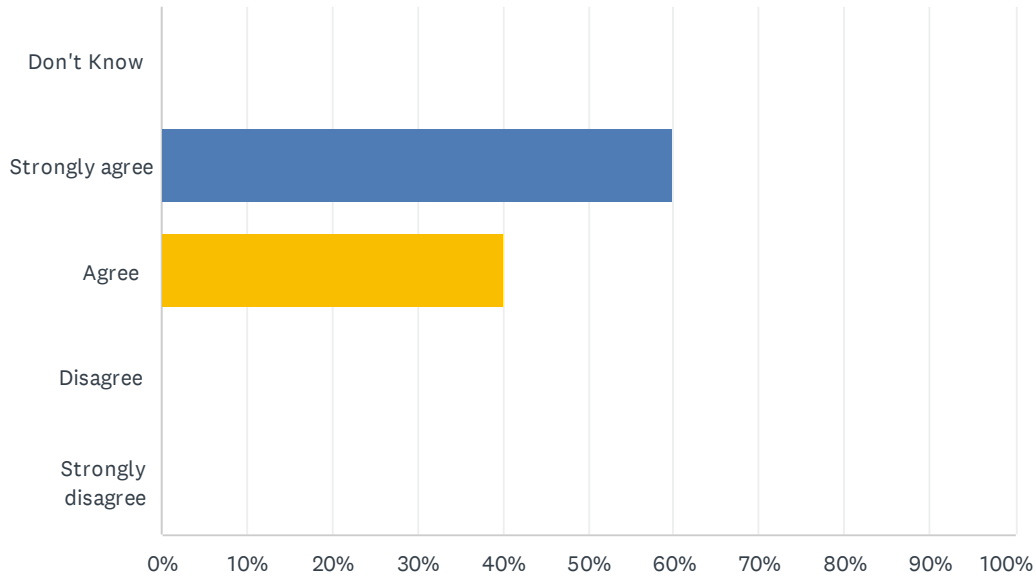


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	40.00% 2
Agree	40.00% 2
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	The strategic plan is published, reviewed and referenced throughout the year. It was awesome to see this in the individual schools improvement plans.	4/12/2025 4:54 PM
2	A plan exists. Definitely not reviewed.	4/9/2025 2:35 PM

## Q23 All constituencies of the school district are involved in the strategic planning process.

Answered: 5 Skipped: 2

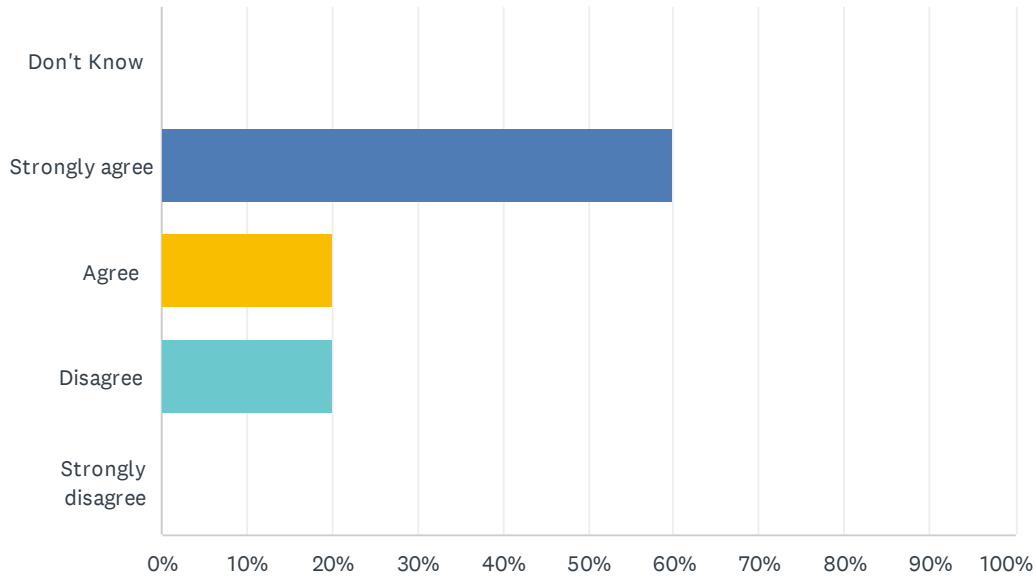


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	40.00% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	This was really great last year to see stakeholders from every aspect of schools and community involved in this process.	4/12/2025 4:54 PM

## Q24 The budget process is documented and published.

Answered: 5 Skipped: 2

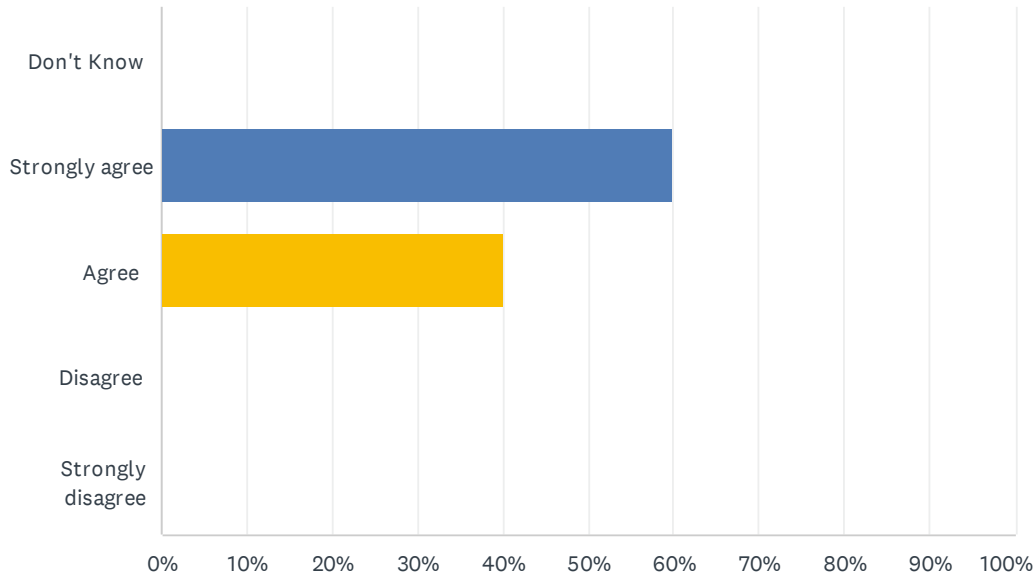


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	20.00% 1
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	Bob has been really great preparing and publishing budget documents.	4/12/2025 4:54 PM
2	There is not a good School Committee public document on the budget process.	4/9/2025 2:35 PM

## Q25 Budgets are developed based on needs, from the "bottom-up."

Answered: 5 Skipped: 2

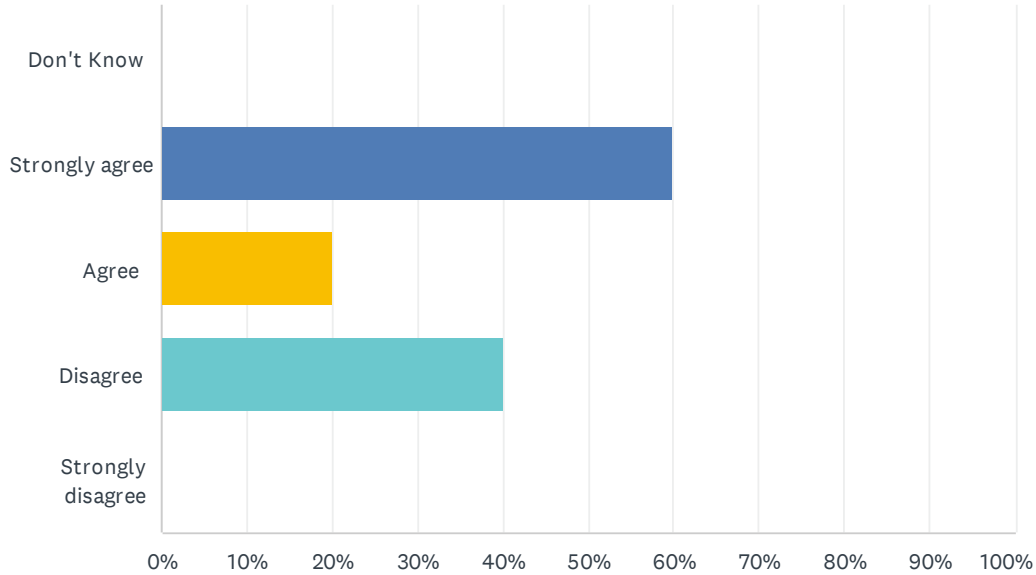


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	40.00% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	The zero based budgeting model requires all schools, principals, directors and admin team to start basically from scratch every year with a close eye on what we need.	4/12/2025 4:54 PM

## Q26 The committee, as a group, presents and advocates the budget to the community.

Answered: 5 Skipped: 2

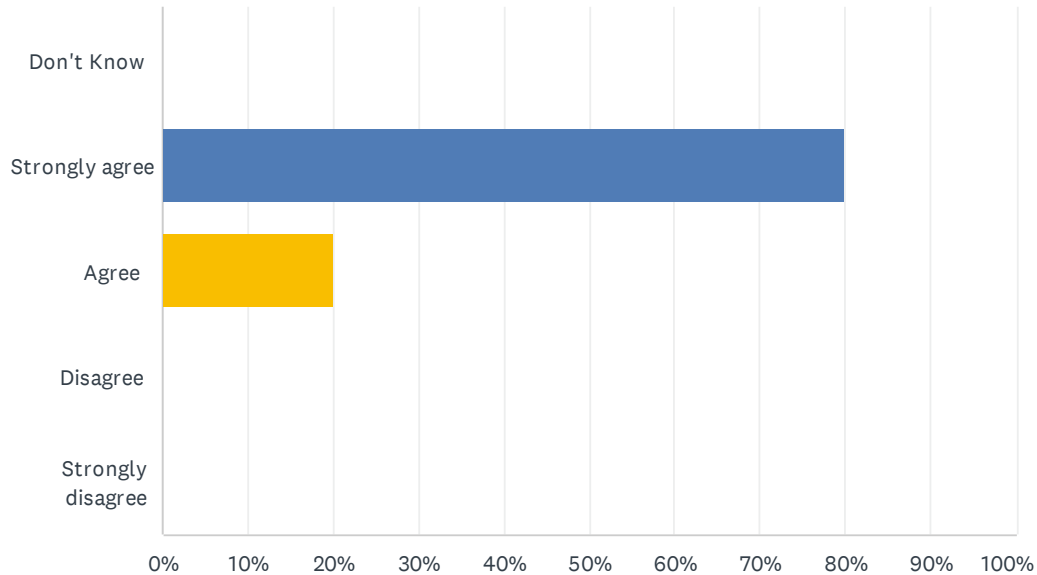


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	20.00% 1
Disagree	40.00% 2
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	I bought agree and disagree with this. Certain members are very good at advocating to the community. For the most part the committee approves the budget but the advocacy is done mostly by the chairs and the superintendent and assistant superintendent.	4/12/2025 4:54 PM
2	The Superintendent presents not the committee	4/9/2025 2:35 PM

## Q27 The committee receives regular reports with budget and financial status for the school system.

Answered: 5 Skipped: 2

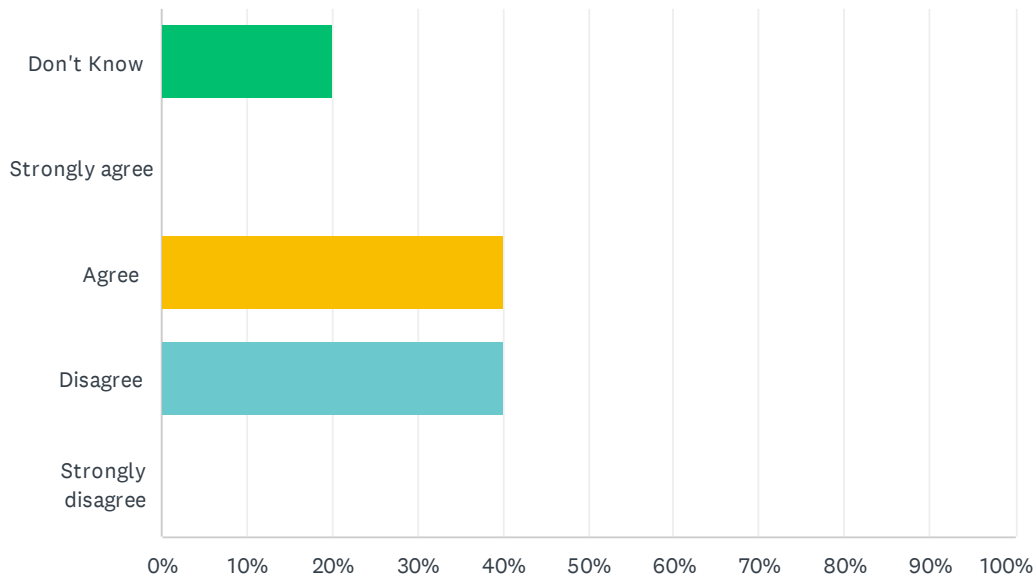


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	80.00% 4
Agree	20.00% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	Bob does a great job keeping the SC updated on the budget. His summary documents make the information very easy to understand.	4/14/2025 8:38 PM
2	We receive quarterly reports and participate in budget transfers quarterly. This has been very consistent.	4/12/2025 4:54 PM

## Q28 The committee has a public relations plan for the school system.

Answered: 5 Skipped: 2

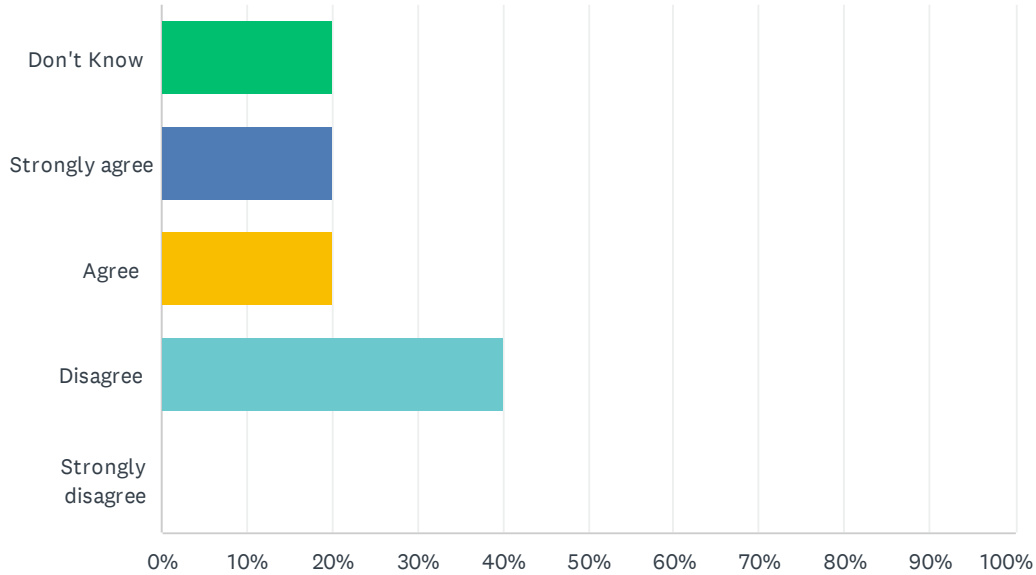


ANSWER CHOICES	RESPONSES
Don't Know	20.00% 1
Strongly agree	0.00% 0
Agree	40.00% 2
Disagree	40.00% 2
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	This year we have a communications working group that has been working on The Story of the School. However we do need to have a plan to better inform the Concord Bridge with information as it does not always report on pertinent information.	4/12/2025 4:54 PM
2	A annual document is being prepared. I don't think we have sent regular communications to our mailing list.	4/9/2025 2:36 PM
3	We could be better at this. We play a lot of defense and it would be nice to play a little more offense.	4/1/2025 11:09 AM

## Q29 The committee encourages the inclusion of community member in as much decision making as possible.

Answered: 5 Skipped: 2

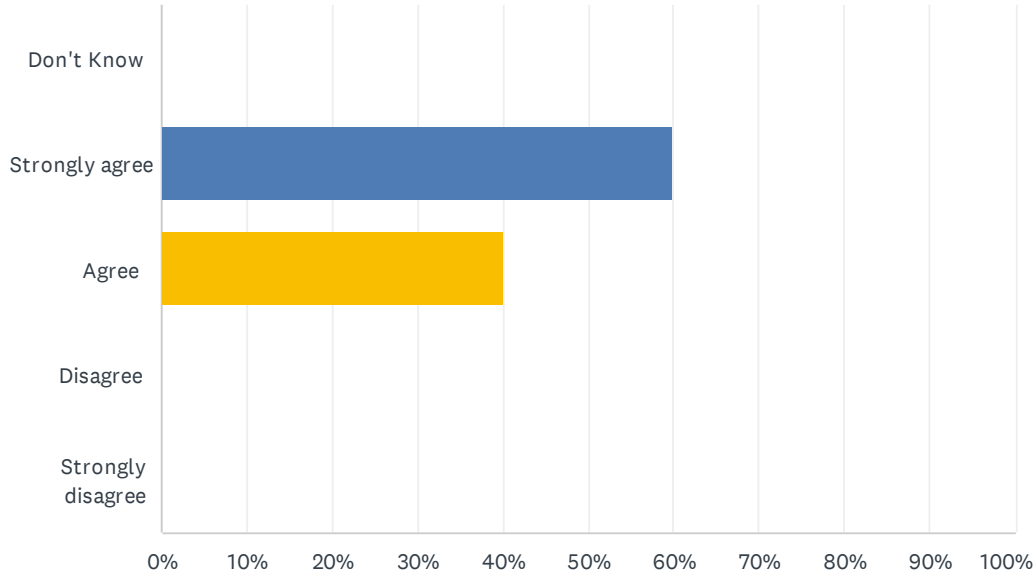


ANSWER CHOICES	RESPONSES	
Don't Know	20.00%	1
Strongly agree	20.00%	1
Agree	20.00%	1
Disagree	40.00%	2
Strongly disagree	0.00%	0
Total Respondents: 5		

#	COMMENTS:	DATE
1	We certainly have had our challenges within the community. Sometimes it is not appropriate for the community to be making the decisions. I don't love this question. We certainly value community input but as elected officials we are responsible for making the best decisions for the district. The push from the community for expensive green initiatives such as solar panels, heat pumps and electric buses is an example of expenses that the community believes in, yet if we did roll out of these things we would have to find the money through cutting teachers which does not feel appropriate.	4/12/2025 4:54 PM
2	We can do better as a committee on this	4/9/2025 2:36 PM

### Q30 The committee works cooperatively with other branches of municipal government.

Answered: 5 Skipped: 2

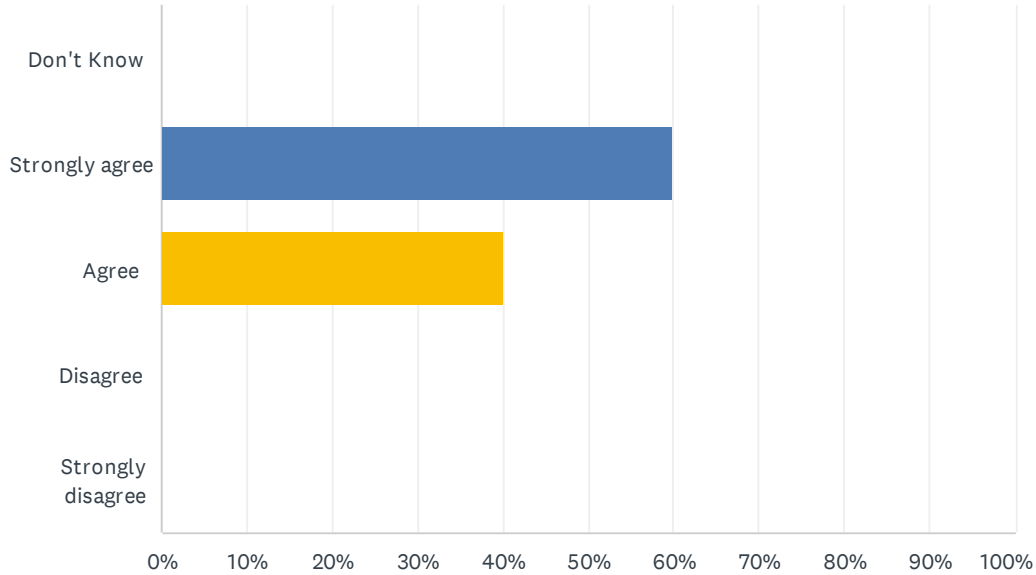


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	40.00% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	This year more than previous.	4/14/2025 3:13 PM
2	The committee has worked well with the finance committee this year as the chair has changed and the the leadership of the Fincom was willing to be educated about out of district costs and this year took those out of the guideline. Had the former chair of the fincom been willing to have and be reactive to the every changing needs, there would have been much better collaboration and reaction from the community.	4/12/2025 4:54 PM
3	Improving, but we can do better.	4/9/2025 2:36 PM
4	For the first time in a long time, I believe we are good at this again.	4/1/2025 11:09 AM

## Q31 The school system regularly reports its own progress and accomplishments.

Answered: 5 Skipped: 2

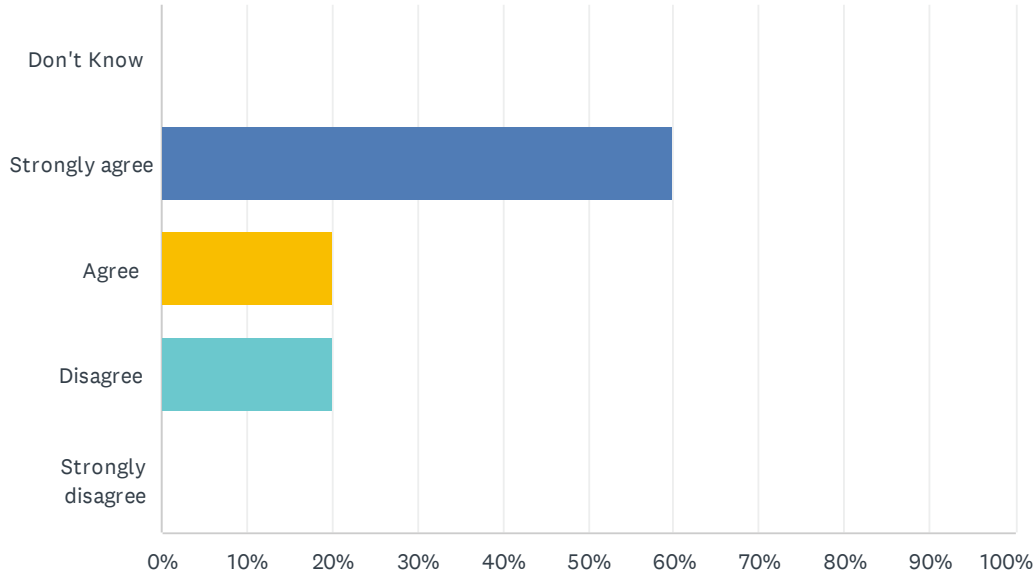


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	40.00% 2
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	Dr. Hunter provides a District Bulletin, CCHS provides the Weekly Wire and CMS and the three elementary schools communicate via email newsletters. Additionally every school and the superintendent utilize social media to inform the community.	4/12/2025 4:54 PM

## Q32 Committee members receive sufficient information far enough in advance to prepare for meetings.

Answered: 5 Skipped: 2

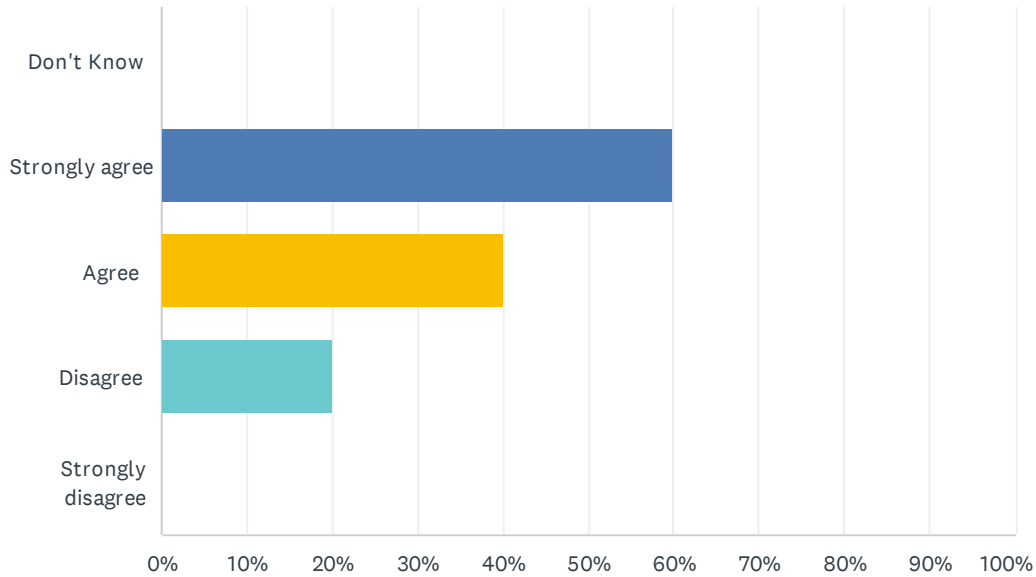


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	20.00% 1
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	We do receive information in a timely fashion in advance of the meeting.	4/12/2025 4:54 PM
2	We do not get information Consistently 3 business days in advance.	4/9/2025 2:37 PM

### Q33 Public input is welcomed, and is done according to an established policy.

Answered: 5 Skipped: 2

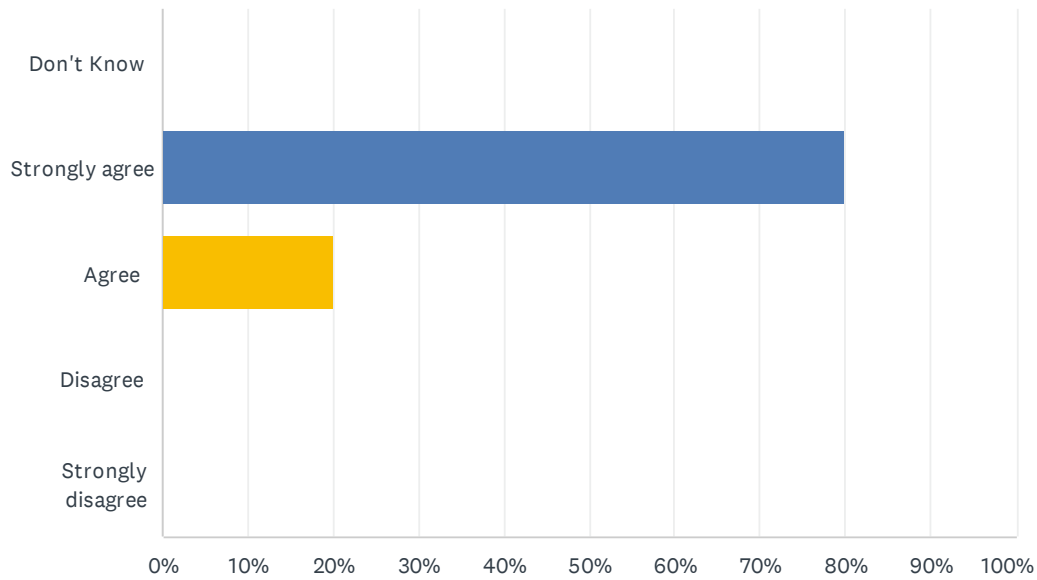


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	60.00% 3
Agree	40.00% 2
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	We do have ample time for public comment during our meetings and the public is also has the ability to email the committee.	4/12/2025 4:54 PM
2	we do get emails and public comment, but not clear how we are following up.	4/9/2025 2:37 PM
3	We have the right public comment policy in place.	4/1/2025 11:09 AM

## Q34 Full and sufficient debate is allowed.

Answered: 5 Skipped: 2

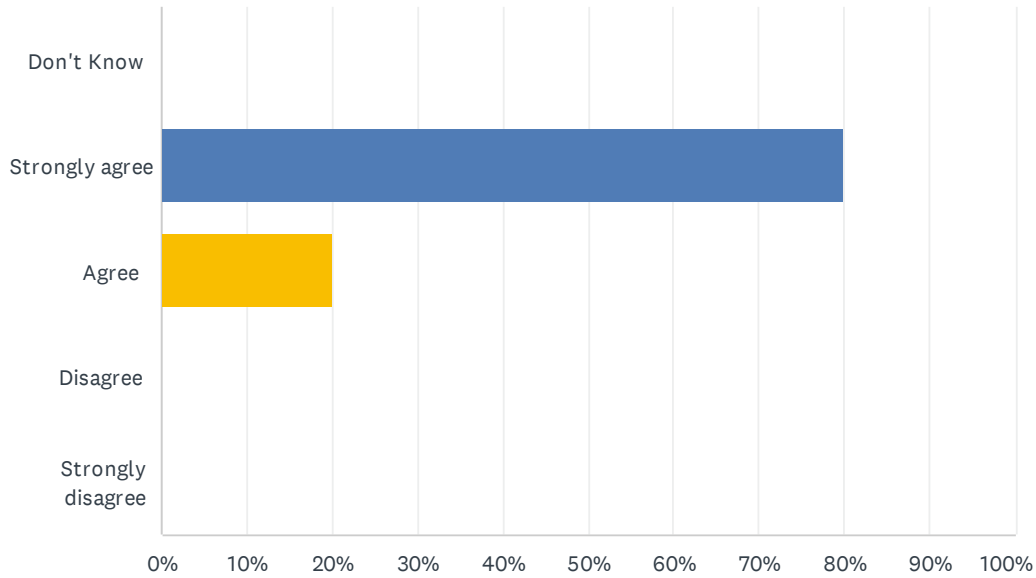


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	80.00% 4
Agree	20.00% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
	There are no responses.	

## Q35 Discussion is focused on issues, not personalities.

Answered: 5 Skipped: 2

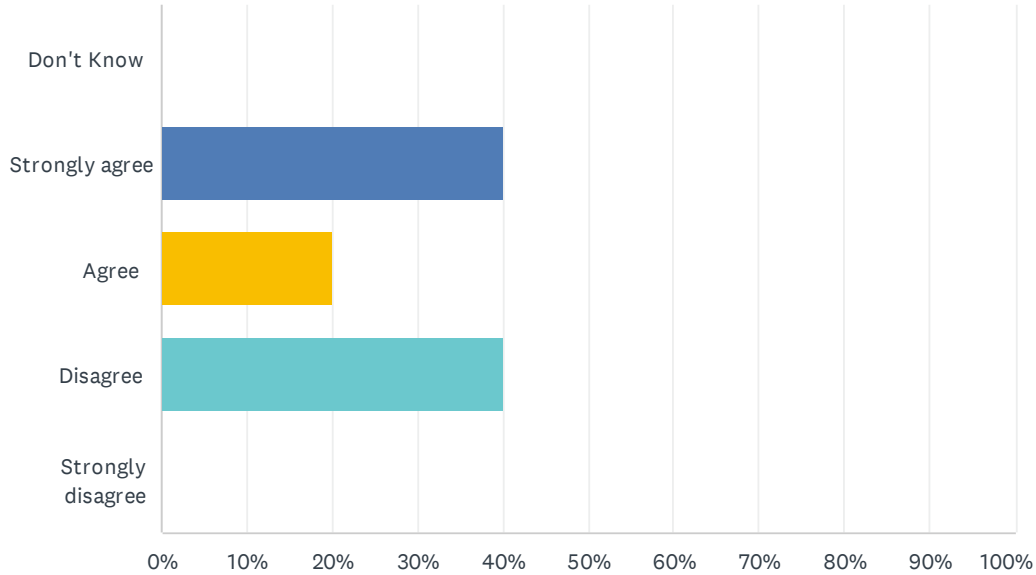


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	80.00% 4
Agree	20.00% 1
Disagree	0.00% 0
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	For the most part	4/12/2025 4:54 PM

### Q36 The physical setting is conducive to productive discussion and decision making.

Answered: 5 Skipped: 2

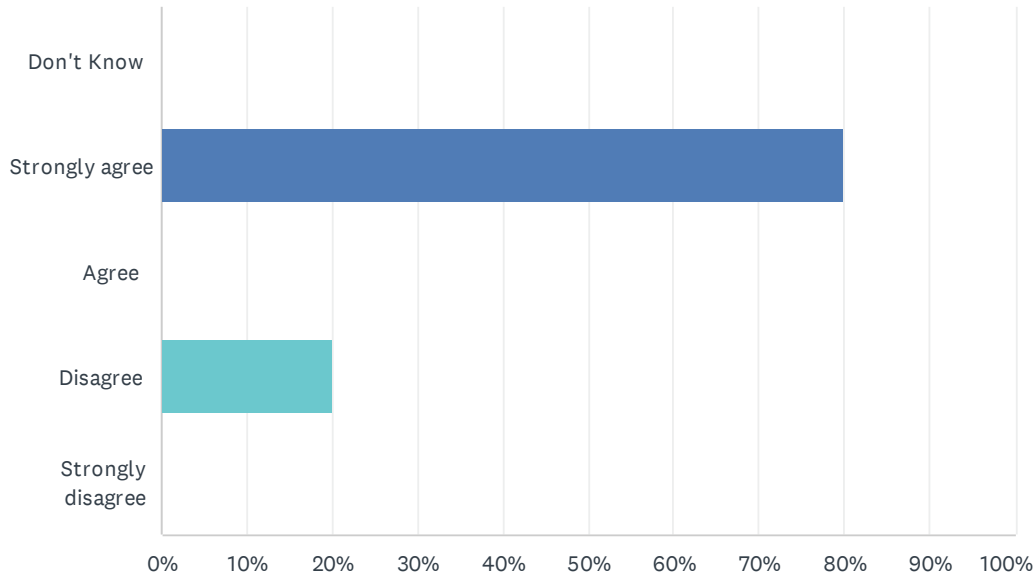


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	40.00% 2
Agree	20.00% 1
Disagree	40.00% 2
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	All the School Committee members should be seated with no breakage between. No other committees have more than the Superintendent at the main table. This is a school committee meeting . The chair or SC clerk should run the meeting not the Superintendent. Please return to a meeting format vs. Webinar. We can easily set the meeting controls to prevent unwanted comments, etc.	4/9/2025 2:37 PM
2	Lots of IT issues this year. A few times it has impact our ability to have deeper discussion.	4/1/2025 11:09 AM

### Q37 Meetings are frequent enough to prevent overcrowded agendas.

Answered: 5 Skipped: 2



ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly agree	80.00% 4
Agree	0.00% 0
Disagree	20.00% 1
Strongly disagree	0.00% 0
Total Respondents: 5	

#	COMMENTS:	DATE
1	I strongly encourage the committees to have Concord only meetings and CCRSC meetings. Joint on occassion.	4/9/2025 2:37 PM