



Malden School Committee

Superintendent Evaluation

Evaluation Process

SUPERINTENDENT ESTABLISHES GOALS AND
FOCUS INDICATORS

SCHOOL COMMITTEE VOTE TO APPROVE GOALS

SUPERINTENDENT SELF EVALUATION

SCHOOL COMMITTEE MEMBERS SUBMIT
COMPLETED INDIVIDUAL EVALUTIONS

COMPILER CREATES COMPOSITE EVALUATION

COMMITTEE APPROVAL



Goal 1: Effective Entry and Direction Setting (District Improvement)

- ▶ By late spring 2025, the district will have broad agreement from key stakeholder groups about:
 - (a) the district's most critical needs for improvement,
 - (b) the strategies and goals that will address them most effectively, and
 - (c) the measures that will be used to assess progress.



Goal 2: Maintaining Focus on Continuous Improvement During the Transition (Student Learning)

- ▶ Through the collaborative development of a common vision of effective instruction, keep the district moving forward during this year's transition by working with the districtwide leadership team to ensure that meaningful improvement is underway at the classroom, school, and district levels.



Goal 3: New Superintendent Induction Program (Professional Practice)

- ▶ Develop skills in strategy development, data analysis, and instructional leadership by completing the first year of the New Superintendent Induction Program (NSIP) and earning at least Proficient ratings on each major assignment

“Dr. Sippel has done excellent work this year and I have had many opportunities to watch him operate. His style and way in managing the relationships has been a refreshing change. I look forward to seeing what Dr. Sippell will accomplish in following years.” – Keith Bernard, Ward 7

“Dr. Sippel has made a concerted effort to understand the tradition and culture of the Malden Public Schools while also examining areas that need to be addressed and uncovering needs. Throughout his first year, Dr. Sippel has attended multiple community events, almost all school related activities and otherwise became a member of the Malden Community. He believes in transparency and is always available to answer questions.” – Elizabeth Hortie, Ward 5

“Very impressed with the focused and comprehensive approach in all aspects of the position. First time seeing such an all-around embrace of the position in many years of watching superintendent.” – Joseph Gray, Ward 6

Evaluator Comments



“Supt. Sippel has worked diligently on all goals. I appreciate the frequent, consistent communication with SC members. I appreciate his efforts to connect with the community both in more formal meeting sessions and informal settings, such as community events. The Superintendent provided excellent input into recent contract negotiations. He is making strides in assessing needs for the District and implementing plans to meet those needs, across all areas, from academics to after school needs. “ – Sharon Rose-Zeiberg, Ward 8

“Dr. Sippel hit the ground running. He came in, set up his Entry Plan and proceeded to accomplish what he started. He’s straight forward, calls it as he sees it. Let’s the staff do their jobs and only interjects when asked or required. The district has a much more relaxed and harmonious feel to it, which it hasn’t had in a long time. Good effort 1st year!” – Michael Drummey, Ward 1

Evaluator Comments



“The Superintendent has continuously engaged with families to have an open dialogue and listen to stake holders in the district to make major improvements for the school district in a positive manner.” – Robert McCarthy, Ward 2

“Superintendent Sippel made it his priority to listen, above anything else. He has listened to students, educators and caregivers to ensure every decision made has aligned with the core values of this district. Change can only happen when we listen to the people it effects. Bravo Tim! – Jennifer Spadafora, Ward 3

“I have been Mayor now for 13 years and I have never seen a stronger start for a first year Superintendent then I have for Tim Sippel. From Instructional Leadership to Community Engagement to working well with the School Committee, I believe Superintendent Sippel has all the makings of being one of the best to pass through our community. I look forward to year two, especially now that he was able to help lead us to a 3-year agreement with the MEA.” – Mayor Christenson

Evaluator Comments



Step 1: Assess Progress Towards Goals

	MDrumme	RMcCarthy	JSpadafora	DMacklin	EHortie	JGray	KBernard	SRZeiberg	GChristenson
Professional Practice Goals	Met	Met	Met	Met	Met	Exceed	Met	Met	Exceed
Student Learning Goals	Met	Met	Met	Some Progress	Met	Met	Met	Met	Exceed
District Improvement Goals	Met	Met	Significant Progress	Met	Met	Exceed	Significant Progress	Met	Exceed

Step 2: Access Performance on Standards

	MDrumme	RMcCarthy	JSpadafora	DMacklin	EHortie	JGray	KBernard	SRZeiberg	GChristenson
Instructional Leadership	Proficient	Proficient	Proficient	Proficient	Proficient	Exemplary	Proficient	Proficient	Exemplary
Management and Operations	Proficient	Proficient	Proficient	Proficient	Proficient	Exemplary	Proficient	Proficient	Exemplary
Family and Community Engagement	Exemplary	Exemplary	Proficient	Exemplary	Proficient	Exemplary	Proficient	Proficient	Exemplary
Professional Culture	Exemplary	Exemplary	Proficient	Proficient	Proficient	Exemplary	Proficient	Proficient	Exemplary

Step 3: Rate Overall Summative Performance

	MDrumme	RMcCarthy	JSpadafora	DMacklin	EHortie	JGray	KBernard	SRZeiberg	GChristenson
Overall Summative Performance	Proficient	Proficient	Proficient	Proficient	Proficient	Exemplary	Proficient	Proficient	Exemplary

End of Cycle Summative Evaluation Report



School Committee Overall
Rating:

PROFICIENT