

End-of-Cycle Summative Evaluation Report: Superintendent



Superintendent: Michael Welch _____
Evaluator: Summary _____
Name
Signature
Date

Step 1: Assess Progress Toward Goals (circle one for each set of goals)

Professional Practice Goal(s) – 4.6/5	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Student Learning Goal(s) – 3.7/5	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
District Improvement Goal(s) – 4.1/5	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded

Step 2: Assess Performance on Standards (check one box for each standard)

Indicators

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. For new superintendents, performance is on track to achieve proficiency within three years.

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 – 3.3/4	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard II: Management and Operations – 3.7/4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Standard III: Family and Community Engagement – 3.4/4	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standard IV: Professional Culture – 3.3/4	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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Step 3: Rate Overall Summative Performance (*Based on Step 1 and Step 2 ratings; circle one.*) **3.4/4**

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Step 4: Rate Impact on Student Learning (*Check only one.*) **- 2.7/3**

Low <input type="checkbox"/>	Moderate <input type="checkbox"/>	High <input checked="" type="checkbox"/>
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Step 5: 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* or Impact on Student Learning rating of *high* or *low*.

Commendations:

The Committee celebrates Superintendent Welch’s strong and steady leadership during this extraordinarily challenging year. His careful attention to the ever-changing state and federal guidelines allowed our students to maximize in-person learning, and his forethought and planning prepared our students and educators for academic growth during remote periods of learning. He collaborated with educators and local boards to prioritize safety and science, including the purchases of PPE, air purifying systems, and pooled COVID testing. And desks. He supported the Departments that provide food services and counseling to ensure the basic needs of our students could be met. Also, his timely communications sought to keep families and the community informed.

Amid learning through this pandemic, Superintendent Welch continued to focus on “typical” district goals. He has continued to lead the Facilities Master Plan and seek state resources to address our aging elementary schools through the Massachusetts School Building Authority (MSBA). He continued to build the district’s capacity to meet the School Committee’s goals of an equitable and inclusive school community with the hiring of a DEI Coordinator. The Committee commends Superintendent Welch on navigating multiple challenges to situate our students to have the greatest success during this difficult year.

Recommendations:

The events of this year will have tremendous and long-term impacts on the academic progress of our students. It is recommended that the data-based approaches to navigating the pandemic also be applied to students' learning needs – screening, intervention planning, and support services.

With the hopeful return to in-person learning in the fall, there will continue to be numerous challenges. The Committee recommends delegation of responsibilities to administrative leaders - such as the Community Engagement Coordinator, DEI Coordinator, Technology Director - to maintain focus on district-wide goals of student learning, budgetary needs, and long-term facilities planning.

Finally, the Committee recommends continued focus on our goals of creating an inclusive and equitable school community. Strengthening the engagement of all our students and families creates welcoming schools. We also recommend ongoing communication with us on the schools' and budgetary needs.