

Progress Toward Goals

Describe current level of progress and feedback for improvement.

Goal 1: Build a Collaborative and Equity-Focused Leadership Culture

In the 2021-22 school year, the superintendent will work with school and district leaders to model and develop data-informed collaborative leadership practices focused on addressing the learning impacts of the pandemic and building a common understanding of equity.

The superintendent has worked tirelessly providing school administrators workshops, and personal guidance on how to communicate and engage their audience. The success is evident in the quality of presentations at school committee meetings and positive comments from the public and town officials. The most recent examples are the streamlining of the School Improvement Plans (SIPs) and how the Finance Committee responded to the superintendent's and the chief financial officer's presentation. Members questions in the past reflected what was missing. Members now seek clarification and even these questions are rare because the presenter provided clear and concise information on the topic.

It is my sincere hope that these lessons will be shared with the entire professional staff in the district.

Goal 2: Improve and Streamline Transparency, Family Engagement, and Communication

In the 2021-22 school year, the superintendent will work inclusively to build a comprehensive understanding of the culture of the district, to increase transparency and accessibility for all stakeholders, and to set a multi-year strategic path forward for the Arlington Public Schools.

The superintendent's knowledge and ability to respond quickly has proved a high bar for the entire district. She quickly responds to anyone who seeks information by providing it clearly. She has let parents and members of the town know that she is willing to listen to their concerns and get back to them at once.

Parents and citizens have come up to me to let me know that they have had a positive experience with the way and speed the superintendent has responded to their queries.

Goal 3: Ensure a Safe and Supportive Pandemic Return and Recovery

In the 2021-22 school year, the superintendent will ensure a safe and supportive return to full-time, in-person instruction by implementing the operations, systems, and resources necessary to minimize absenteeism, quarantining, and other learning disruptions.

The superintendent arrived in the middle of the pandemic. She immediately set the standard to provide the highest level of testing in order to support the children's education within the safest conditions for both the students and staff. Through her leadership Arlington had and continues to have the highest level of testing setting the bar for all other communities in the Commonwealth. Not supporting the lifting of mask requirement on February 28th as the date allowed by DESE, shows her concern of children and staff. She recognized the potential for uptick in cases because of the week vacation. Her recommendation was to wait and see and do it in mid-March. She deserves the highest marks in achieving this goal.

Formative Assessment

Goal 4: Professional Practice

In the 2021-22 school year, the superintendent will participate in the New Superintendent's Induction Program and other leadership learning opportunities to develop skills in strategy development, data analysis, and instructional leadership and to share those skills with the leadership team.

Parents and staff have shared with me their belief that the superintendent has set the atmosphere to support the growth and development of this goal. My conversations with her reflect their beliefs. It is easy to say what one is going to do but it is great to hear others have confidence in that person's willingness to work for them.

Additional Feedback and Comments:

Dr. Homan has created a positive communication environment with parents and community while dealing with a pandemic and budget issues during the first eight months she has been here.

I have had the privilege of collaborating with her as the chair of the school committee and have seen firsthand how she works with office and administrative staff, with a smile and positive approach.

I know that if there is an issue, she will let me know as soon as possible. She works to streamline budget items so that she can increase in areas of need. She reflects a cheerful outlook in all she does.

She and the district have more challenges, continued high school construction and future budgets. I have confidence that her continued leadership will see us through them.

She is the breath of fresh air that is reflective in the new high school but needs to take time to smell the flowers so we, Arlington, keep her.

Evaluator:

William Hargner

2/27/22

Date

Superintendent:

Elizabeth C. Homan