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MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

Address: Marblehead High School Library 2 Humphrey Street Marblehead MA 01945
OR

Zoom Conference: [https://marbleheadschoo-
org.zoom.us/j/97886762817?pwd=5hT6kswajICtbJVaC2uYOn1pdiv7fE.1](https://marbleheadschoo-
org.zoom.us/j/97886762817?pwd=5hT6kswajICtbJVaC2uYOn1pdiv7fE.1)

Meeting ID: 978 8676 2817

Password: 610612

Dial in Phone +1 646 931 3860 US

Tuesday	September	30	2025	6:00 pm
Day of Week	Month	Date	Year	Time

Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

- I. Initial Business: Call to Order
 - a. Pledge of Allegiance
 - b. Commendations
 - c. Public Comment
 - d. Student Representative
- II. Consent Action and Agenda Items
 - a. Schedule of Bills (vote)
 - b. Meeting Minutes: (7/2/25, 7/31/25, 9/18/25) (vote)
- III. School Committee Communication and Discussion Items
 - a. Village School PTO Donation (vote)
 - b. Update on Town Charter Review
 - c. 2025/2026 School Committee Goals (vote)
 - d. Process for Superintendent Evaluation
 - e. Sub-Committee & Liaison Updates
- IV. Closing Business
 - a. New Business
 - b. Correspondence
- V. Motion and vote to meet in executive session for the following reasons:

Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss litigation, Marblehead School Committee and Marblehead Teachers Association, MUPL-24-10570, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss threatened litigation by former Student Services Chairperson Lauren Skelton-Leard, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

Chair's Statement following roll call vote on the motion:

Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss litigation, Marblehead School Committee and Marblehead Teachers Association, MUPL-24-10570, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss threatened litigation by former Student Services Chairperson Lauren Skelton-Leard, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

VI. Executive Session

Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey Street Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Al Williams
Posted by: Al Williams
Date: 9/26/25



DRAFT MINUTES

Marblehead School Committee Meeting

Chair: Jennifer Schaeffner, transitioned in-meeting to Al Williams

Meeting Date, Time & Location: July 2, 2025 at 6:00 PM, Brown School Library and hybrid via Zoom

SC Members Present: H.Gwazda, B. Ota, J. Schaeffner, K. Schmeckpeper, A. Williams

Agenda & Materials: [Link](#)

Meeting Recording: [Link](#)

Minutes Respectfully Submitted By: Henry Gwazda

Call to Order

Ms. Schaeffner called the meeting to order at 6:01pm. The school committee recited the pledge of allegiance.

School Committee Reorganization

The committee conducted nominations and recorded votes for Chair, Vice Chair, and Secretary.

- **CHAIR:**

- Mr. Ota nominated Ms Schaeffner for chair, noting his plan to nominate Ms Schmeckpeper as Vice Chair.
- Henry Gwazda nominated Al Williams as Chair - echoed by Kate Schmeckpeper.
- VOTE - Mr. Ota and Ms. Schaeffner voted for Ms. Schaeffner, Mr. Gwazda, Mr. Williams and Ms. Schmeckpeper voted for Mr. Williams.
- Mr. Williams assumed the chair.

- **VICE CHAIR:**

- Henry Gwazda nominated Kate Schmeckpeper for Vice Chair. There were no other nominations.
- VOTE - Mr. Gwazda, Mr. Williams, Mr. Ota and Ms. Schmeckpeper supported the nomination, Ms. Schaeffner abstained.
- Ms. Schmeckpeper assumed vice-chair.

- **SECRETARY:**

- Ms. Schmeckpeper inquired as to whether Mr. Ota had interest in the role - he did not.
- Ms. Schmeckpeper nominated Mr. Gwazda.
- Mr. Ota nominated Ms. Schaeffner.
- VOTE: Mr. Gwazda, Mr. Williams and Ms. Schmeckpeper voted for Mr. Gwazda. Mr. Ota and Ms. Schaeffner voted for Ms. Schaeffner.
- Mr. Williams advised Mr. Gwazda that full SC meeting minutes are taken for the committee but that the role becomes especially important when recording executive session discussions and decisions.



Student Representative Update

Skipped - not available during the summer

Commendations

The committee publicly thanked outgoing members Allison Taylor and Sarah Fox and candidate Emily DeJoy for their service and willingness to run for office.

Public Comment

Mr. Williams announced that individual comments will be limited to 3 minutes, and that the public comment period would be limited to 15 minutes, unless otherwise decided-upon by the committee.

Speakers: Sarah Pouladian, Mark Adams, Sarah Fox, Michelle Bell (Sustainable Marblehead), Cindy Tower Lowen, Kate Thomson

Re-Vote on Committee Re-Org

- **CHAIR:**
 - **Motion:** Ms Schmeckpeper made a motion that Al Williams be Chair, Mr. Gwazda seconded. (Mr. Ota nominated Ms. Schaeffner for Chair, there was no second.)
 - **Vote:** Mr. Gwazda, Mr. Williams and Ms. Schmeckpeper in favor, Mr. Ota and Ms. Schaeffner not in favor. The motion passed (3-2).
- **VICE CHAIR:**
 - **Motion:** Mr. Gwazda made a motion that Kate Schmeckpeper be Vice Chair, Mr. Williams seconded.
 - **Vote:** Mr. Gwazda, Mr. Williams, Mr. Ota and Ms. Schmeckpeper in favor, Ms. Schaeffner not in favor. The motion passed (4-1).
- **SECRETARY:** A speaker in public comment suggested that Mr. Gwazda may have a conflict of interest that precludes him from service as Secretary. Out of an abundance of caution, Mr. Williams suggested that Mr. Gwazda inquire with the state ethics board regarding any potential conflicts of interest that may exist. Mr. Gwazda indicated that he had already inquired with the ethics office as to the existence of a conflict of interest, but agreed to revisit the question and return to the committee with more information.

Introduction of MVMS Principal (Matt LeVangie)

Superintendent Robidoux introduced Matt LeVangie as the new MVMS Middle School principal; committee members and staff reported positive feedback from the search and site visits and noted Mr. LeVangie has already begun work and acclimation activities. Mr. LeVangie commented briefly on his first days in the district and was welcomed by the committee. Mr. Robidoux also thanked the outgoing principal, Matt Fox, for enabling an outstanding transition.



Superintendent Updates

Mr. Robidoux recognized the start of his second year in the role, and thanked Ms. Schaeffner for her support in Chair, and welcomed the two new members of the school committee - Ms. Schmeckpeper and Mr. Gwazda. Summer programs are underway and well attended. Many facilities committees are also ongoing this summer. Finally, Mr. Robidoux shared the retirees who left the district at the end of 2025.

Schedule of Bills

The committee reviewed the schedule of bills, in the amount of \$1,249,383.20.

- **Moved:** Mr. Williams asked for a motion to approve the schedule. Ms. Schmeckpeper moved, Mr. Gwazda seconded.
- **Vote / Result:** The motion passed (5-0).

Donation: Brown School Landscaping

Mr. Robidoux presented the committee with a donation of landscaping materials (six dwarf Alberta spruce and plantings, plus fence screening). Administration will coordinate acceptance logistics and installation.

- **Motion:** Mr. Gwazda made a motion to accept the donation, Mr. Ota seconded.
- **Vote / Result:** The motion passed (5-0).

Meeting Minutes (Feb-June)

Ms. Schaeffner made several draft minutes available for review. The committee did not vote to approve them at this meeting. Members to review draft minutes and be prepared to vote them at the next meeting.

Financial Update

Mr. Pfifferling reported that the fiscal year closeout is in progress and FY26 is open; conversion from Softright to Munis is underway, payroll processing continues, and a full FY25 closeout will be provided once final entries are completed. Highlights included FY25 prepayments (roughly \$1.0M prepaid tuition) and purchases such as 17 AEDs and equipment to support facilities projects. The finance team will provide a full FY25 closeout and surplus estimate ASAP.

Roof project update / RDA & Leftfield contract amendments / bidding approach

The OPM and designer for the MHS roof project presented project timeline, scope, and options. The team recommended bidding two alternatives (membrane replacement and fluid-applied restoration) and to let the market decide. The committee discussed costs, warranties, PV readiness, and schedule risk.

- **Motion:** Ms. Schaeffner made a motion to approve two sets of bid documents for options B & C, Mr. Williams seconded.
- **Amended Motion:** Ms. Schaeffner made a motion to approve the amended contracts as submitted for both RDA and Left Field that include the two options for design and bid process for Option B and Option C, Mr. Williams seconded.
- **Vote / Result:** The motion passed (5-0).

Next steps:



- ☐ Administration will submit approved contract amendments to Select Board for their approval.
- ☐ The facilities subcommittee will convene within 2 weeks with OPM/designer and local envelope expert to review alternates and set a decision timeline for bid evaluation.
- ☐ Administration to contact original roof designer/SMMA to confirm whether existing roof is PV-ready and whether conduit installation should be included in design.
- ☐ Members emphasized the need for decisive review when bids return.

Policy Updates

Administration presented updates to tech-related policies (JNDB, JNDB-E, JNDB-R) for the student handbooks as well as draft language for the student survey/research policy (IL). The committee unanimously approved the tech policy updates but deferred the student survey/research policy (opt-in vs opt-out language) for further review and counsel/MASC consultation. The committee also reviewed a recess policy providing K–3 up to two recesses and grades 4–6 one recess; after discussion and noting bargaining implications, the committee unanimously voted to approve the policy as written, pending a policy number / code being assigned. Next steps:

- ☐ Ms. Ferreira to research policy IL (student survey/research), confirm opt-in/opt-out language and consult MASC and legal counsel; return to committee for vote next meeting.
- ☐ Mr. Williams to coordinate necessary executive session / discussions with MEA re: operationalizing the five-minute start change tied to recess implementation.

Student Handbooks

Administration presented consolidated handbook updates, including academic integrity expectations and an updated attendance chart; the committee voted to approve the handbooks (motion passed 4-1). Ms. Schaeffner voiced ongoing concerns about high school attendance policy. A chronic absenteeism measurement will be addressed separately.

- **Motion:** Mr. Gwazda made a motion to approve the student handbook, Ms. Schmeckpeper seconded.
- **Vote:** Mr. Gwazda, Mr. Williams, Mr. Ota and Ms. Schmeckpeper in favor, Ms. Schaeffner not in favor. The motion passed 4-1.

Next steps:

- ☐ Administration to move forward with publishing handbooks and associated materials on district website and notify families prior to school year start.
- ☐ Administration to continue work on attendance communication and consider follow-up proposals to address chronic absenteeism concerns.

Retreat planning (Aug 4)

The committee confirmed a retreat for Aug 4, 2025 from 9:00am to 1:00pm, and discussed proposed agenda items including legal updates, MASC workshop, and discussion of the district improvement plan.



- ☐ Mr. Williams and Ms. Schmeckpeper to finalize retreat agenda, confirm MASC and legal participation, and circulate pre-work materials prior to retreat.

Subcommittees & Liaison Assignments

The committee agreed to form a facilities subcommittee to include Mr. Gwazda and Ms. Schaeffner as school-committee representatives and a policy subcommittee to include Ms. Schaeffner and Ms. Schmeckpeper. Other subcommittee and liaison assignments will be finalized at the retreat. Members discussed setting meeting dates for the coming year and agreed to meet again on July 31, 2025.

Other / New Business

Committee confirmed next regular meeting for July 31, 2025, and discussed the need to create a full 2025-26 school committee meeting calendar. No additional new business recorded.

Adjournment

Mr. Williams asked for a motion to adjourn the meeting at 8:11pm. Ms. Schmeckpeper moved, Mr. Gwazda seconded. The motion passed (5-0).



DRAFT

Marblehead School Committee Meeting Minutes

Chair: A. Williams

Meeting Date, Time & Location: July 31, 2025 Widger Road & hybrid via Zoom

SC Members Present: H.Gwazda, J. Schaeffner, K. Schmeckpeper, A. Williams, (5th seat vacant)

Agenda & Materials: [Link](#)

Meeting Recording: [Link](#)

Minutes Respectfully Submitted By: Henry Gwazda

Call to Order

Mr. Williams called the meeting to order at 6:01 PM and led the Pledge of Allegiance. He noted two agenda adjustments: no executive session following the public meeting; and a statement from Mr. Ota.

Seat Vacated

Mr. Ota announced that, effective immediately, he is vacating his School Committee seat due to relocation out of Marblehead. Members thanked Mr. Ota for his service.

Secretary Appointment

The committee discussed potential conflicts and recusals related to the secretary role. Mr. Gwazda reported he confirmed with the state ethics office that he may serve as secretary but must recuse when matters directly implicate his wife's employment (e.g., pay for part-time substitutes). The secretary will assume responsibility for taking minutes (open session and executive session), with temporary coverage if recusal is required.

- **Motion:** Mr. Williams asked for a motion to appoint Mr. Gwazda as secretary. Ms. Schmeckpeper moved, Mr. Gwazda seconded.
- **Vote / Result:** Mr. Williams, Mr. Gwazda and Ms. Schmeckpeper voted in favor, Ms. Schaeffner opposed. The motion passed (3-1).

Commendations

- Ms. Schaeffner commended Mr. Ota for his service to the School Committee and the district.
- Mr. Williams commended Ms. Katie Abear (MVMS) as the Marblehead recipient of the Margaret Voss Howard Teacher Recognition Award.
- Ms. Schmeckpeper commended the Friends of Marblehead Public Schools (FMPS) on their 35th anniversary and for their longstanding support to the district.

Public Comment

Public comment was limited to three minutes per speaker. Speakers included Jonathan Heller and Sally Shevory (MEA), Sarah Pouladian, Yael Megan.



Superintendent Updates

Mr. Robidoux reported summer planning and operations: administrative retreat Aug 5–6; new staff orientation Aug 22; district PD Aug 25–26; students return Aug 27. Facilities work includes PAC/foyer painting at MVMS (complete; seats due the week of the 18th), Glover playground resurfacing and new equipment (with PTO support), Glover HVAC replacement/expansion, mini-splits at VETS and MHS, delivery of the district's first electric transport van, arrival/storage of the new scoreboard pending installation, and routine summer refresh (floors/painting). A contingency plan is in place if the waste management strike continues. ESY and summer literacy/math programs are concluding with positive reports. Next steps:

- ☐ Facilities will schedule scoreboard installation.
- ☐ Transportation will place the electric van into service and train drivers as needed.

Anti-Discrimination Committee Update

Mr. Robidoux reviewed the committee's composition (community members, administrators, teachers, student feedback) and goals to proactively address discrimination (including anti-Semitism, racism, anti-LGBTQ+ bias). Student input will continue; monthly meetings will begin in the fall; surveys will be re-issued earlier for stronger participation. The committee also viewed a video introduction to Dr. Miri Bar-Halpern's trauma-informed work. Next steps:

- ☐ Administration will schedule monthly meetings starting in the fall, re-issue climate/discrimination surveys in the fall, hold regular HS student input sessions and update the School Committee.
- ☐ Mr. Robidoux will explore whether to invite Dr. Bar-Halpern for PD and how to embed learning into practice.

Schedule of Bills

The committee reviewed the schedule of bills (\$1,279,691.09M, as posted).

- **Motion:** Mr. Williams asked for a motion to approve the schedule. Mr. Gwazda moved, Ms. Schmeckpeper seconded.
- **Vote / Result:** The motion passed (4-0).

Approval of Meeting Minutes

Multiple prior minutes were presented to the committee for approval.

- **Motion:** Ms. Schaeffner moved to approve minutes for 2/27, 3/6, 3/20, 4/3, 4/17, 5/1, 5/15, and 6/5 as amended; Mr. Williams seconded.
- **Amended Motion:** After discussion, Mr. Williams to approve the list of draft minutes with edits that Mr. Williams has identified, and with the understanding that Mr. Gwazda will incorporate edits. Mr. Gwazda seconded.
- **Vote:** Mr. Williams, Mr. Gwazda and Ms. Schaeffner voted in favor. Ms. Schmeckpeper abstained. The motion passed (3-0-1).



Federal & State Funding Update

Mr. Robidoux reported roughly \$70,000 in previously frozen federal funds have been released. He noted that certain state grants depend on Marblehead's compliance with 3A: METCO transportation funding (about \$500,000) is secured for this year; the Pathways & Innovation grant (about \$50,000) remains pending. The administration will monitor releases/conditions for all affected grants and notify the committee of any changes impacting programming.

MHS Roof Project Update

Mr. Robidoux summarized the procurement timeline. A pre-qualification committee has been posted to the Central Register for two weeks; after posting ends (target Aug 28), the committee will review applicants before bids. A subsequent decision (liquid vs. resurfacing) will follow the bid phase; maintaining schedule is critical for next summer construction.

Policy Updates

Mr. Robidoux shared that Policy ILD (Student Submission to Education Surveys and Research) will return to the Policy Subcommittee to ensure the current MASC model is used and handbooks align before a full committee vote. The Policy Subcommittee will review and recommend a policy for approval at an upcoming meeting, and Administration will align student handbook language accordingly.

Donations

Friends of MPS donated \$2,500 in school supplies; principals will coordinate needs directly.

- **Motion:** Ms. Schmeckpeper moved to accept the donation; Mr. Gwazda seconded.
- **Vote / Result:** The motion passed (4-0).

School Committee Meeting Dates

Ms. Schmeckpeper presented a proposed schedule for SC meeting dates for the 2025-26 school year. Members reviewed the proposed calendar and made adjustments as necessary. Administration will post and circulate the updated meeting schedule.

Subcommittees, Liaisons & Advisories

The committee reviewed the subcommittee and liaison assignments and made the following decisions:

- **SC Budget Subcommittee** — left open pending appointment of new SC member.
- **Marblehead Master Plan Committee Liaison** — left open pending appointment of new SC member.
- **Supt Health / Wellness Advisory** – Mr. Robidoux looking into the requirements for this committee, will involve one SC member (left open pending appointment of new SC member).
- **Collective Bargaining Subcommittee** - not filling at this time.
- **Communications Subcommittee**
 - **Motion:** Ms. Schmeckpeper moved to appoint Mr. Gwazda to the communications subcommittee; Mr. Gwazda seconded.



- **Vote:** The motion passed (4-0).
- **Supt Safety Advisory** – meets quarterly.
 - **Motion:** Mr. Gwazda moved to appoint Ms. Schmeckpeper to the Safety Advisory; Mr. Williams seconded.
 - **Vote:** The motion passed (4-0).
- **METCO Liaison**
 - **Motion:** Mr. Gwazda moved to appoint Mr. Williams as METCO liaison, Ms. Schmeckpeper seconded.
 - **Vote:** The motion passed (4-0).
- **SEPAC Liaison**
 - **Motion:** Mr. Schmeckpeper moved to appoint Mr. Gwazda as SEPAC liaison, Mr. Gwazda seconded.
 - **Vote:** The motion passed (4-0).
- **Subcommittee Ops** - Ms. Schmeckpeper shared that, per MASC, subcommittees are composed solely of school committee members (appointed annually) and advisories exist to include community members.
 - **Motion:** Ms. Schmeckpeper moved that each SC subcommittee (1) set a regular meeting schedule and share it with the Chair by September 1; (2) create and approve minutes; and (3) provide a monthly written communication update to the full School Committee. Mr. Gwazda seconded.
 - **Amended Motion:** Mr. Williams amended the motion such that that each SC subcommittee (1) set a regular meeting schedule and share it with the Chair by September 1; (2) create and approve minutes; and (3) provide a monthly communication update to the full School Committee. Ms. Schmeckpeper seconded.
 - **Vote / Result:** The motion passed (4-0).

Roof Project Advisory Committee

Members discussed establishing a short-term advisory committee (to the School Committee) for the MHS roof project, to include community subject-matter expertise while maintaining procurement discipline.

- ☐ Mr. Williams and Administration will further consult MASC and legal and return with a recommended structure, scope, and membership for a vote.

Adjournment

There was no new business or correspondence. Mr. Williams asked for a motion to adjourn. Ms. Schmeckpeper moved, Mr. Gwazda seconded. The motion passed (4-0). The meeting was adjourned at 8:28pm.



DRAFT

Marblehead School Committee Meeting Minutes

Chair: A. Williams

Meeting Date, Time & Location: September 18, 2025, MHS library & hybrid via Zoom

SC Members Present: H.Gwazda, J. Schaeffner, K. Schmeckpeper, A. Williams, M. Clucas

Agenda & Materials: [Link](#)

Meeting Recording: [Link](#)

Minutes Respectfully Submitted By: Henry Gwazda

Call to Order

Mr. Williams called the meeting to order at 6:00 PM. The Pledge of Allegiance was recited.

Student representative update

The student representative reported a successful high school evacuation drill during MHS Magic Block and a busy athletics week. The band will perform at the next home football game. Senior seminars on college applications are underway; colleges are visiting MHS now through November; Senior College Parent Night was held the prior evening; Financial Aid Night is planned for October 28.

Commendations

Mr. Robidoux shared kudos collected from principals and district leaders recognizing staff who have gone above and beyond to support students and colleagues. Highlights included building-based substitutes, counselors, coaches, and teacher leaders supporting school culture, new staff onboarding, and student success across schools.

Public Comment

No speakers.

District updates — Superintendent

Safety drills are scheduled in collaboration with police and fire (full evacuations in fall and spring; lockdown in mid-year). DESE attendance/accountability reports are expected imminently and will be analyzed. A Wellness Committee is forming, with a community call for members in the Superintendent's newsletter. On October 9 the district will administer the MGH SURF survey during MAGIC Block with clear opt-out instructions; results will be shared in the spring. The Board of Health's "Creating a Healthier Marblehead" needs assessment will be shared via the district's digital backpack. The Superintendent reiterated guidance he sent to staff to model respectful, non-divisive communication.



Enrollment update

Administration presented a K–12 enrollment snapshot of 2,513 students, plus 107 students in other programming. External projections indicate modest short-term increases (about +2.1% in 2026–27 to ~2,521 and ~2,537 the following year) with longer-term stabilization toward earlier levels. Members requested deeper, grade-by-grade analysis, differentiation of “students served” vs. “in-seat,” and alignment with local census by age. Next steps:

- ☐ Administration will return with a deeper enrollment analysis (grade-level trends, transitions, and destinations) in early October, potentially including comparison to census.
- ☐ Administration will standardize a single source of truth for enrollment reporting and definitions.
- ☐ The communications team will continue highlighting district programs and student achievements to support retention at transition grades.

FY25 fiscal update; summer facilities/operations

The Business Manager previewed closing figures indicating a return to the town of approximately \$454,000 (\$240,819 unexpended LEA funds plus ~\$213,122 reclassified to ARPA).

- Salaries were under-expended by about \$2.5M due to vacancies and hard-to-fill positions; contracted services were over by roughly \$1.0M. Supplies were ~\$65k under. SPED tuitions were ~\$1.24M over budget; net overage about ~\$1.0M after prior-year prepay offsets.
- Other variances: legal +\$328k; legal settlements +\$9k; natural gas +\$54k; electricity –\$240k (under budget).
- FY26 payroll launched; Munis implementation continues, reporting crosswalks in progress.
- Summer projects included: Glover (HVAC commissioning in portions of the building; playground surfacing; whiteboard wall refresh; stairwell painting); Brown (bottle-filling station in cafeteria; window blind repairs; stage trim secured; PTO-funded playground netting); Veterans (PAC painted; seats reupholstered; classroom and IT minisplits; gym wall padding; flagpole and masonry refreshed); Village (Independent Skills lab installed via donations; extensive deep cleaning); MHS (front stairwell painted; fire doors nearing final integration; new entrance doors; minisplits for AD and Food Service offices).
- Transportation now runs four large buses (no spare) and added a 7D electric van for SPED routes, life-skills trips, and small-team athletics.

Next steps:

- ☐ The Budget Subcommittee will schedule regular budget status reviews (monthly or quarterly).
- ☐ Administration will bring required budget transfers for School Committee votes during FY26.
- ☐ Administration will document and publish major line-item reporting (budgeted/spent/encumbered) for consistency across audiences.

Disposition of audiometers

Administration requested declaring eight legacy audiometers (1990s) as surplus for disposal or recycling.

- **Motion:** [Member] made a motion to declare eight audiometers surplus, [Member] seconded.



- **Vote:** The motion passed (4-0).

Anti-discrimination committee update

Mr. Robidoux reported the committee reconvened on September 18 with returning members, and affirmed focus areas spanning antisemitism, racism, xenophobia, and LGBTQ+ inclusion. Administration will begin with leadership learning. The committee discussed improving reporting mechanisms for discrimination/harassment (including options like QR codes for student self-reports), data ownership/monitoring, and feedback loops. The Superintendent referenced the state Special Commission on Combating Antisemitism and highlighted three near-term focus areas drawn from its K–12 recommendations: anti-bias education, elevating Jewish American Heritage Month programming, and deepening counseling supports for students targeted by antisemitism. Administration also noted work underway to scope a district equity audit with Dr. Darnice A. Jackson's Disruptive Equity Education Project. Next steps:

- ☐ Administration will schedule the administrative team session with an external presenter and outline sequenced engagements for staff, students, and caregivers.
- ☐ The Policy Subcommittee will review the district's anti-discrimination policy and consider adding specific antisemitism language.
- ☐ Administration will develop options for student/parent reporting, data collection, and response protocols for committee review.

Consent agenda / schedule of bills

The Chair grouped the following items: schedule of bills; approval of prior minutes; policy updates; School Committee operating protocols; and appointment of the Superintendent to the Northshore Education Consortium Board. The committee reviewed the schedule of bills, in the amount of \$58,281.30.

- **Moved:** Mr./Ms. [Last name] asked for a motion to approve the schedule. Ms./Mr. [Last name] moved, Ms./Mr. [Last name] seconded.
- **Vote / Result:** The motion passed (5-0).

Meeting minutes (September 4, 2025)

The school committee reviewed minutes from their September 4, 2025 meeting.

- **Motion:** Ms./Mr. [Last name] made a motion to approve the 9/4/25 minutes as amended, Ms./Mr. [Last name] seconded.
- **Vote:** The motion passed (5-0).

Policy updates

The Policy Subcommittee summarized minor MASC-aligned edits (punctuation, legal citations, non-substantive wording) to the following: ABC, BJ, CBD, CE, CH, EEC, EBD, EC, GBC, GBEC, GBJ, GCJ, JICA, JI, JJF, JQ, JRD, K. No substantive policy shifts were proposed.

- **Motion:** Ms./Mr. [Last name] moved to approve the listed policy revisions, Ms./Mr. [Last name] seconded.



- **Vote:** The motion passed (5-0).

School Committee operating protocols

Briefly reviewed from the summer retreat; formal annual approval recommended by MASC.

- **Motion:** Ms./Mr. [Last name] moved to approve the operating protocols, Ms./Mr. [Last name] seconded.
- **Vote:** The motion passed (5-0).

Appointment to Northshore Education Consortium Board

- **Motion:** Ms./Mr. [Last name] moved to appoint the Superintendent as Marblehead's representative to the NEC Board, Ms./Mr. [Last name] seconded.
- **Vote:** The motion passed (5-0).

Appendix K (educator evaluation)

Administration and MEA reported collaborative JLMC work to update Appendix K (evaluation) with clarified definitions/titles/pronouns, reorganized sections distinguishing non-PTS and PTS processes, aligned dates, and annual observations for PTS educators (no less than 10 minutes). The MEA ratified the changes on August 25, 2025.

- **Motion:** Ms./Mr. [Last name] made a motion to ratify Appendix K as negotiated, Ms./Mr. [Last name] seconded.
- **Vote:** The motion passed (5-0).

2025–26 SC Agenda

The Committee approved a publishing calendar to guide topics and timing. Edits discussed included: focusing September 30 on School Committee goals; November roof contract decision via Facilities Subcommittee recommendation; adding potential January Town Warrant articles; labeling June's Q4 budget report "preliminary"; and planning a June vote on FY26 budget transfers.

- **Motion:** Ms./Mr. [Last name] moved to approve the 2025–26 year-long agenda as amended, Ms./Mr. [Last name] seconded.
- **Vote:** The motion passed (5-0).

Donations

- Friends of Marblehead Public Schools \$4,952.63 for Great Books training/materials (Glover/Brown) in partnership with the Council on Aging volunteer program.
 - **Motion:** Ms./Mr. [Last name] moved to accept with gratitude, Ms./Mr. [Last name] seconded.
 - **Vote:** The motion passed (5-0).
- Glover PTO — \$50,000 for Glover playground improvements.
 - **Motion:** Ms./Mr. [Last name] moved to accept with gratitude, Ms./Mr. [Last name] seconded.



- **Vote:** The motion passed (5-0).

Subcommittees — membership and roles

The Committee discussed and adopted written roles/responsibilities for standing subcommittees and liaisons.

- Appointments:
 - Budget Subcommittee: Ms. [Last name], Ms. [Last name].
 - Communications Subcommittee: Ms. [Last name]. Health & Wellness Liaison: Ms. [Last name].
 - Town Master Plan Liaison: [Name].
 - **Motion(s):** Appointments as listed above were moved and seconded.
 - **Vote:** Each motion passed (5-0).

Membership parameters for standing subcommittees

Discussion here

- **Motion:** Ms./Mr. [Last name] moved to limit membership of the Facilities, Budget, Policy, and Communications Subcommittees to School Committee members appointed since July 2, 2025, and not include public members on those four subcommittees. Ms./Mr. [Last name] seconded.
- **Vote:** The motion passed (4-1).

Executive session

The Committee voted to enter executive session pursuant to M.G.L. c.30A, §21(a)(3) to discuss litigation matters as stated on the agenda (MPL-24-10570; threatened litigation by former Student Services Chairperson Lawrence Skelton; WMAN-25-11574; WAM-25-11575) and pursuant to §21(a)(1) to discuss OML complaints, all without intent to return to open session.

- **Motion:** Ms./Mr. [Last name] moved, Ms./Mr. [Last name] seconded.
- **Vote:** The motion passed (5-0).
- The Committee entered executive session without intent to return.



September 16, 2025

Dear members of the School Committee,

I am writing to request your approval for a donation intended to benefit the students of Village School. The Village School PTO would like to donate funds to have water bottle filling stations installed in each of the cafeterias at Village. Each filling station costs \$1,703 and Todd Bloodgood has given us an estimate of \$800 for the plumbing. Total cost of the project is \$4,206. The funds have already been accounted into our budget for the year should the request be approved.

Thank you for your consideration of this donation.

Warm regards,

A handwritten signature in black ink, appearing to read "Michele Louro". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.

Michele Louro

Village School PTO President

ARTICLE 6: ELECTED BOARDS, COMMITTEES, COMMISSIONS, AND OFFICIALS

Section 6.8: School Committee

Annotated Version

Version 1.2/September 9, 2025

Composition

1. There shall be a School Committee (the Committee) consisting of five members elected for three-year terms, so arranged that as nearly an equal number of terms as possible shall expire each year.

This text is unchanged from previous drafts reviewed by the committee.

This language is similar to the proposed composition sections of the Select Board and other elected bodies. Language is identical to Town of Harvard charter; and similar to language in the charters of Groton, Longmeadow, and Swampscott.

2. A School Committee member shall not hold another position of the town under direct School Committee authority or responsibility that is compensated and eligible for employment benefits during the committee member's term of office.

This text is unchanged from previous drafts reviewed by the committee.

This is a variation on similar language in the draft Select Board section (see Section 4.1, Sentence 2). The difference here is the limitation is only to those paid positions directly under School Committee authority.

Powers, Duties, and Responsibilities

3. The Committee shall have the powers, duties, and responsibilities given to school committees under the laws of the Commonwealth and laws of the town.

This text is unchanged from previous drafts reviewed by the committee.

This sentence is intended to broadly state where the powers, duties, and responsibilities of the committee come from. Many charters have language like this; and some of the language in our draft sections is adapted from the town charter of Longmeadow. There is a sentence similar to this one as the first sentence in the "Powers, Duties, and Responsibilities" subsection of all sections in Articles 6 (previously Article 5, elected bodies) and 7 (previously Article 6, appointed bodies), as well as the sections on the Town Moderator (Article 3, Section 3.2) and the Select Board (Article 4, Section 4.1).

4. The Committee shall have direct responsibility for the School Department and affiliated property, buildings, and facilities, consistent with laws of the Commonwealth and laws of the town.

This text is unchanged from previous drafts reviewed by the committee.

This sentence parallels language in the section on the Select Board (see Section 4.1, Sentence 5) and is intended to mark off that part of town government that comes under direct School Committee control/responsibility.

- 4.5 The Committee shall be responsible for monitoring budgetary compliance with that part of the town budget specific to the School Department.

This sentence was added after a discussion with School Committee member Kate Schmeckpeper.

This sentence is adapted from language in the town charter of Longmeadow.

5. The Committee shall have responsibility for those revolving funds designated in the laws of the town as authorized for use by the School Committee, subject the laws of the Commonwealth and the laws of the town.

This sentence has been revised in the referencing of state law and town law.

There are 13 revolving funds identified in town by-laws (see Part I, §63-9), the majority of which are designated for the use of and/or under the control of a designated board, committee, or commission. Two such funds are under the responsibilities of the School Committee: the School Transportation Revolving Fund, and the Special Education Revolving Fund.

6. The Committee shall collaborate and coordinate with other elected and appointed town officials in the execution of town functions to ensure efficient and consistent operation of town government.

This text is unchanged from previous drafts reviewed by the committee.

This sentence is intended to document those things such as developing the town budget where the committee will need to work with other parts of town government. A similar sentence appears in most of the sections in Article 6 (previously Article 5, elected bodies) and Article 7 (previously Article 6, appointed bodies). (Another example: the MOU the School Department has with Rec and Park relating to cutting grass).

Appointing Powers

7. The Committee shall appoint senior-level employees of the School Department, subject to the laws of the Commonwealth and laws of the town.

This text is unchanged from previous drafts reviewed by the committee.

This sentence is similar to those showing up in other elected bodies that oversee a "department." As with other sections in Article 6 (previously Article 5), the term "senior-level employees" is used for the purpose of flexibility, as job titles sometimes change.

8. The Committee may, from time to time, appoint members of ad hoc advisory bodies to advise on such topics related to the Committee's powers and duties and responsibilities, and for such terms as the Committee deems in the best interest of the town.

This text is unchanged from previous drafts reviewed by the committee.

Policy Role

9. The Committee shall be the policy-making body for the Marblehead public school system; and guide long-range educational and facility planning.

This text is unchanged from previous drafts reviewed by the committee.

This sentence is adapted from the Longmeadow town charter.¹

¹ The relevant section the Longmeadow charter states: *The school committee shall be the policy making body for the school system; guide long range educational planning and facilities needs; supervise officials appointed by it;*

10. The Committee shall develop and implement rules and policies for the administration and management of the public schools of the town consistent with the laws of the Commonwealth and laws of the town.

This text is unchanged from previous drafts reviewed by the committee.

This is a slight re-working of a sentence from the Longmeadow charter. See footnote for specific language.

11. The Committee shall be responsible for the formulation and promulgation of policy directives and guidelines to be followed by those elements of town government directly under Committee authority.

This text is unchanged from previous drafts reviewed by the committee.

This is similar to language in the Select Board's section (See Section 4.1, Sentence 12) and is intended to speak to the oversight of those town employees directly under the Committee's control/responsibility.

12. The Committee shall, in conjunction with other elected and appointed town officials, participate in the development and promulgation of policy directives and guidelines designed to ensure the efficient and consistent operation of town government.

This text is unchanged from previous drafts reviewed by the committee.

This language is similar to language in the Select Board section and is intended to address those situations where a town-wide policy or directive would be beneficial to the town, but not all town elements come under a single entity (See Section 4.1, Sentence 13). This sentence is similar to language in the Swampscott and Groton town charters.

Change Log

Changes from Draft 1.1 to Draft 1.2

1. Sentence 4.5 was added based on a conversation with School Board member Kate Schmeckpeper. It is adapted from similar language in the Longmeadow town charter (see footnote 1 for specific language).

Changes from Draft 1.0 to Draft 1.1

1. Sentence 2: Corrected typos – earlier version used the term “board” where it should have used the word “committee.”
 - Old Sentence: A School Committee member shall not hold another position of the Town under direct School ~~Board~~ authority or responsibility that is compensated and eligible for employment benefits during the ~~Board~~ Member's term of office.

and monitor budgetary compliance. The school committee shall make all reasonable rules and regulations, consistent with law, for the administration and management of the public schools of the town.

- New Sentence: A School Committee member shall not hold another position of the Town under direct School *Committee* authority or responsibility that is compensated and eligible for employment benefits during the *Committee* Member's term of office.
- 2. Changes in the capitalization of the word *town* were made in sentences 2, 6, 8, 10, 11, and 12 per a conversation with Town Counsel. In general, the word should be in lower case, unless in reference to a specific town position (such as the Town Moderator).
- 3. After meeting with Town Counsel, it was suggested that more uniform and consistent terminology be used to refer to state laws and town laws. The terms suggested were:
 - *Laws of the Commonwealth*, which include the Constitution of the Commonwealth, Massachusetts General Laws, and Special Acts; and
 - *Laws of the town*, which include this charter, town by-laws, and votes of town meeting.

In this section, these edits were made to sentences: 3, 4, 5, 7, 10

These edits make no substantive changes to the sentences. These edits will be reviewed and commented on by Town Counsel.

- 4. Sentence 9: The term *and facilities* was added to the sentence; the word *public* was added to the sentence.
 - Old Sentence: The Committee shall be the policy making body for the Marblehead school system; and guide long-range educational planning.
 - New Sentence: The Committee shall be the policy-making body for the Marblehead *public* school system; and guide long-range educational *and facility* planning.
- 5. Sentence 10: Corrected typo – and replaced the word promulgate with the word implement
 - Old Sentence: The Committee shall development and promulgate rules and policies, consistent with law, for the administration and management of the public schools of the Town.
 - New Sentence: The Committee shall develop and implement rules and policies for the administration and management of the public schools of the town *consistent with the laws of the Commonwealth and laws of the town*.

School Committee Goals

Overview of Plans

School Committee Goals

District Improvement Plan. Also called Strategic Plan

School Improvement Plans

Guidelines

Successful goals must be Set Specific Goals. Your goal must be clear and well defined. .Set Measurable Goals. Include precise amounts, dates, and so on in your goals so you can measure your degree of success. Set Attainable Goals. Make sure that it's possible to achieve the goals you set. Set Relevant Goals. Set Time-Bound Goals.

	Specific Goal	Metric(s) for Success	Achievable	Relevant	Time-Bound	Owner
Description	<i>A short sentence: what you want to accomplish and who it affects</i>	<i>Name the metric(s) and the baseline so progress is visible</i>	<i>Be realistic — note the main steps and what you'll need (staff, time, budget).</i>	<i>Show how the action maps to district priorities.</i>	<i>Give a clear deadline and one intermediate review date.</i>	<i>Name a person who will be accountable for reporting + support team.</i>

Looking to have 2-4 goals.

Goals Submitted by Members

Goal 1:

Tell district and committee stories

Specific:

Create and execute a storytelling program that consistently highlights committee, student, staff, program, and facilities stories across channels (district newsletter, website, social media, and local press), with a simple and repeatable submission-to-publish workflow and monthly cadence so the community hears clear, high-quality examples of district impact.

Measurable:

Currently, updates and stories appear irregularly across packets, websites, and occasional press releases (no single coordinated program).

Measures:

- (1) more regular, prolific distribution of stories
- (2) press pickups in local media
- (3) SC newsletter open rate and pageviews for stories;
- (4) google form story submissions from schools/departments and community

Actionable:

Maintain editorial calendar to track comms over time and plan into the future (story types: student achievement, staff spotlight, program highlight, facilities progress, community partnership, etc). Map editorial calendar to high-level SC calendar.

Create simple submission form for principals/staff/SC members to nominate stories and upload images.

Generate press releases to attract media attention to stories and encourage pick-up.

Develop workflow: Communications edits → Chair/ Superintendent review (if required) → schedule for web/newsletter/social → local press outreach. Leverage tools to make the process easy and efficient.

Partner with the superintendent to get his SC meeting updates published as a column in the papers.

Re-launch SC newsletters, distributed via email to the district and via the newspapers.

Relevant:

Supports District priorities on community trust, transparency, and public awareness. Helps build a positive narrative to support budget conversations and community engagement.

Timely:

10/15/25: Begin repackaging Supt updates.

10/31/25: Editorial calendar, submission form and workflow drafted.

11/15: Launch process to community. Begin generating press releases and publishing stories.

06/30/26: End-of-year assessment & recommended adjustments.

Owner: HG

Goal 2:

Goals tracking: build a mechanism to assess progress against goals and to share status with the community

Specific:

Build and publish a public Goals Tracker on the district website that lists every approved School Committee goal, the owner, deadline and status— searchable and filterable by deadline, owner and status.

Measurable:**Measures:**

- 1) Tracker published and accessible by end of 2025;
- 2) Management plan identified, dashboard maintained after each SC meeting;
- 3) x% of goals achieved on time, another x% of goals achieved +/- 2 weeks of deadline

Actionable:

- 1) Define spec & column list (Goal title, Owner, Status, Deadline)
- 2) Choose build approach: recommend Google Sheet tied to Google Looker Studio dashboard
- 3) Create a submission/update workflow and roles (one-line monthly update via Google Form or updates in SC meetings).
- 4) Design front-end. Embed in SC website for public access.
- 5) Launch to public. Solicit feedback.

Relevant:

Improves transparency, accountability, and public trust; supports Governance, Communications, and all subcommittees by making progress visible and reducing ad-hoc status requests.

Timely:

- 9/30/25: SC goals discussed
- 10/15/25: Tracker spec & column list finalized
- 10/30/25: Tracker built, process defined, SC goals loaded in
- 11/15/25: Public launch, regular update cadence begins
- 2/1/26: Analytics & engagement review; recommended adjustments reported to SC

Owner: HG

Goal 3:**Enhancing Community Communication and Engagement**

Description: Improve how Marblehead families and community members stay informed about school committee work by creating regular recaps and gathering structured feedback to strengthen transparency and trust.

Specific Goal: Improve communication channels and increase transparency to strengthen the partnership between the school committee and the Marblehead community.

Metric(s) for Success:

- **Baseline:** Results of a Fall 2025 parent and community survey assessing satisfaction with current communication methods and accessibility.
- **Target:**
 - Publish a post-meeting instant recap within 1 week of at least 90% of main committee meetings (baseline = 0).
 - Conduct 1 short community survey per semester, with 75%+ of respondents reporting they feel “well-informed,” or “strongly agree” (*depending on structure/specific questions*)
 - Achieve a 15% increase in satisfaction with school committee communications in the Spring 2026 survey compared to Fall 2025.

Achievable:

- **Steps:** Send recap emails after meetings with chaptered links; launch brief surveys each semester
- **What's Needed:** 2 hours/month for recap prep, 2-3 hours/semester for generating, sending, and reviewing community survey

Relevant: This goal aligns with the district's priority of fostering strong, collaborative relationships with all stakeholders to better serve Marblehead students' needs.

Time-Bound:

- **Deadline:** End of the 2025–2026 school year (June 2026).
- **Intermediate Review:** January 2026 - assess early survey responses, recap consistency, and accountability check-in

Owner: Communications Sub-committee

Goal 4

Strengthening Financial Transparency and Community Understanding

Description: Improve how Marblehead families and community members understand the school budget by providing clear explanations of cost drivers (including teacher raises, enrollment shifts, and state/federal funding), offering opportunities for dialogue, and building trust in how resources are allocated.

Specific Goal: Increase transparency and understanding of the district's financial decisions so that the community can make informed judgments about budget requests.

Metric(s) for Success:

- **Baseline:** Limited structured budget communication and low community confidence in budget clarity (as observed during 2024-25 strike/ early override discussions).

- **Target:**
 - Publish at least 3 clear, accessible budget explainers (e.g., one-page summary, public presentation deck, online FAQ) before March 2026.
 - Host at least 2 community forums dedicated to budget Q&A.
 - Achieve 20% increase in community-reported understanding of school budget drivers in a Spring 2026 survey compared to Fall 2025.

Achievable:

- **Steps:** Collaborate with admin finance team to develop simplified budget visuals; host forums in partnership with PTOs/parent groups; publish explainers through district website and newsletters.
- **What's Needed:** 4–6 hours/month of committee time for material prep and public forums; coordination with district communications staff.

Relevant: This goal directly addresses Marblehead's challenge of explaining repeated funding requests despite declining enrollment, while also preparing the community for a challenging FY26 budget cycle with increased contractual costs.

Time-Bound:

- **Deadline:** March 2026 (ahead of Town Meeting budget vote).
- **Intermediate Review:** January 2026 – assess completion of at least one explainer, forum attendance, and early survey feedback.

Owner: Budget Sub-committee

Goal 5

Elevate educator voices and perspectives in school committee decision making.

- Jointly with the administration, hold series of listening sessions to understand educators' perspectives on issues in our district
 - Focus sessions on specific schools or topics and set parameters to ensure constructive discussions
 - Use information gained in those sessions to inform district priorities and initiatives
- Explore adding an educator representative to the school committee in a non-voting capacity

Goal 6

Refocus School Committee efforts on high level district oversight and strategic planning in a way that supports the operational efforts and priorities of our administrators

- Agree to a statement that articulates a clear division of responsibilities between the school committee and the administration. (There are good examples from MASC and other districts.) Post to the school committee website and reference. Evaluate through check-ins with the superintendent and his team.
- Create and adopt a shorter term vision document that sets district priorities in the near term. This should take into account the goals articulated in Planning for Success.
- Support the superintendent in completing the District Improvement Plan, including ensuring that the plan reflects school committee priorities and has ample opportunities for stakeholder review and input.
- Consider strategic planning frameworks for the district moving forward, with clearly articulated responsibilities for the school committee in that process.

Three-step Process

1. Self-Assessment: what has been accomplished and what needs to be done
The evaluation process both starts and ends with a self-assessment. One can think of the self-assessment as a recap of the work done and progress made during the previous evaluation cycle. It answers the basic questions of "what has been accomplished in the past year and what work needs to be done?" There are two categories of planning: the goals and the standards.

There are four standards for superintendents: Instructional Leadership, Management and Operations, Family and Community Engagement and Professional Culture. Standards are broad categories of knowledge, skills and performance relative to the work of the superintendent. The superintendent must be evaluated on every Standard so ensure that at least one indicator from each Standard is selected.

2. Superintendent recommends a plan for upcoming cycle (SC needs to approve).
Taking the information and evidence from the self-assessment, the superintendent will recommend, for approval by the school committee, a plan for the upcoming cycle. In this phase, the superintendent and school committee (evaluatee and evaluator) will discuss the work to be accomplished in the cycle, how it supports the work of the district and identify the priorities to be addressed.

3. Summative Evaluation: Individual committee members consider this information, and, along with their own observations, evaluate the superintendent. Most commonly, the individual evaluations are compiled by a member of the committee into a composite evaluation. This composite evaluation is then discussed and voted upon as the final evaluation of the superintendent. In Massachusetts, this is a public process, conducted at a school committee meeting.

Rating System

At the time of the Summative Evaluation, the superintendent will receive a rating for each Goal. The possible ratings are:

- Exceeded
- Met
- Significant Progress
- Some Progress
- Did Not Meet

The superintendent will receive a rating on each Standard. The possible ratings are:

- Exemplary
- Proficient
- Needs Improvement
- Unsatisfactory

Each rating for the Standards is broadly defined as follows:

Exemplary: A level of performance that exceeds the already high standard of Proficient. Reserved for performance that is of such a high level that it could serve as a model for leaders regionally or statewide.

Proficient: Performance is understood to be fully satisfactory. This is a rigorous expected level of performance. It is a demanding, but attainable level of performance.

Needs Improvement: Performance that is below the requirements of a Standard, but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected. **Unsatisfactory:** The rating is merited when performance has not significantly improved following a rating of Needs Improvement, or performance is consistently below the requirements of a Standard and is considered inadequate or both.

The ratings on the Goals and the Standards are combined into an over-all summative rating of Unsatisfactory to Exemplary.

There are a couple of items to keep in mind about the rating system:

- A superintendent must be rated on each of the four Standards.
- In order to receive an overall rating of Proficient, the superintendent must receive a rating of at least Proficient on the Instructional Leadership standard.

Timeline

- 10/15/25: Superintendent presents End of Cycle Summative Evaluation Report
- 10/26/25: SC members complete individual assessment and send to Chair
- 10/30/25: SC discusses and edits composite summative assessment
- 11/6/25: SC presents final composite summative assessment
Superintendent presents next year's goals

Resources

<https://www.doe.mass.edu/edeval/model/>

https://www.masc.org/wp-content/uploads/2012/11/MASC_Superintendent-Evaluation_2020.pdf