

Hanover School District

Superintendent End of Cycle Summative Report FY2014-2015

Friday, May 08, 2015

Superintendent: Matt Ferron

**Evaluator: William Marriner
Chair – Hanover School Committee**

The review of Superintendent Matt Ferron is based in two parts. First, the review of the Superintendent's performance on Goals as presented to the School Committee on September 24, 2014 and approved. The Second part of the review is based on a Performance Assessment on Standards as defined by DESE under their evaluation structure.

Part I: Superintendents Performance Assessment on Goals

Goal 1: Student Learning Goal – Vision 2020 Development to secure K to 8 Math program

Objective 1: Teaching and Learning

Assessment: Goal Met (4)

Mr. Ferron and his team have completed this goal's objectives. His team effectively implemented the pilot program across the grades K to 8 after the thorough review of available product offerings. The Results from that pilot program, as detailed in data, teacher feedback, and parent feedback led to confirmation of purchase decision and subsequent Budget development and Review with final presentation of product chosen and plans for system wide roll out, contingent on Funding approval at town meeting. The thoroughness of this evaluation and review of data was instrumental in acquiring the funding from the town. The next steps of purchase of the Curriculum and Technology and the planning for the roll out is underway.

Goal 2: District Improvement Goal – Educator Evaluation

Objective 2: Human Capital

Assessment: Goal Met (4)

As an ongoing goal this has been positive influence on culture and staff as it has created clear objectivity in evaluation as well as Data driven constructive feedback for all of the

Staff and Administrators. The implementation of this process has been smooth and well negotiated by Mr. Ferron with all parties involved.

Goal 3: District Improvement Goal – Vision 2020 Funding

Objective 3: Sustainable Funding

Assessment: Goal Exceeded (5)

This is a great point of success to Mr. Ferron and the team that are involved in the Vision 2020 program Review and implementation. The exceptional work done in evaluating the program and final choice and piloting of that curriculum lead to a clear and publicly supported Article at the Hanover Town Meeting that passed successfully. It should also be stated that this success did not occur in the vacuum of that expenditure but in conjunction with long term fiscal planning to insure sustainability of the purchase and implementation within the framework of the standard operating budget going forward. Any and all expenses were detailed and included in the Budget which also was passed at the Town Meeting. This major capital expenditure was also facilitated by excellent collaborative work with both the town's management and the Advisory Committee. The process was open and clear in the rationale of the purchase and in the detail of the expenses associated with this goal.

Goal 4: District Improvement Goal – Promote HPS Accomplishments and Opportunities for Community participation in Student Activities and Events

Objective 4: Community Engagement

Assessment: Goal Exceeded (5)

Mr. Ferron and his team have exceeded my expectations for this years in many ways. Starting with FACE and its involvement in expanding the Theatrical productions system wide that met with great success. The production of 6 different shows across all school buildings helped to provide opportunities to many of our students as well as for 5000 citizens to enjoy a show. A Show would be a simple way of describing what many found to be wonderful demonstrations of the talents/gifts that our student body possess. It was so successful that the plan for next year is to have 8 shows and to pursue competitive opportunities in theater and drama for our students. This district wide effort enhanced the skills of our students. Additionally, school sporting activities, Artistic endeavors, VOX Chorus, Band, Jazz Band etc. have been extremely successful individually and collectively in providing our community with entertaining and enriching events for all community members to enjoy.

Goal 5: District Improvement Goal – ALICE Training and Implementation

Objective 5: To educate and empower all HPS employees with the strategies to respond to a school shooter or other critical incidents

Assessment: Goal Met (4)

The implementation of ALICE is a great demonstration of collaborative endeavors with other town departments. The successful training of all staff and age appropriate training of the student body has led to greater confidence to deal with unforeseen events. We are ahead of many town in this effort. In fact, many towns are looking at Hanover as the model for this type of program and its implementation.

Goal 6: Professional Practice Goal – New Superintendent Induction Program Year II

Assessment: Goal Met (4)

Although the final key action #4 has not been delivered I feel safe in my assessment that Mr. Ferron has met the expectations of this goal. In reflection on the year and the experience and events that have transpired I am confident in the managerial capabilities of Mr. to be an exceptional leader for the Hanover School District

Part II: Superintendents Performance Assessment on Standards (DESE)

In review of the year and as detailed in the Matrix below, Mr. Ferron has accomplished a great deal. He has demonstrated Leadership in all areas of the system and across the town. In establishing areas of focus for the coming year, my only suggestion would to emphasize improving the Middle School culturally and academically in the coming year. Many of the actions and hiring's that have occurred this year will have dramatic impact on the HMS.

In conclusion, Mr. Ferron has fully integrated himself into the district and community. His leadership and skill has brought about many positive changes at all levels. His relationship building has benefitted the School in greater and more productive work with all town departments.

Major Accomplishments:

ALICE
Vision 2020
Vision 2020 Funding
Teacher and Staff Evaluation Structure
Operating Budget Approval
Long term Education and Fiscal Planning

HTA Contract negotiations
FACE – community engagement
Full Day Kindergarten/ Half day Kindergarten

To speak to the accomplishments in those broad terms does not also adequately address the numerous positive moments of impact he has had across the district in dealing with Teachers, Staff, Administrators, Town officials and employees, Community Members, Parents and most importantly the children of Hanover.