

Mid-Cycle Formative Evaluation Report: Superintendent

Superintendent: John Robidoux

Evaluator: Marblehead School Committee

Name Signature Date

Step 1: Assess Progress Toward Goals (Reference performance goals; check one for each set of goal[s].)

Professional Practice Goal(s)	<input type="checkbox"/> Did Not Meet	<input checked="" type="checkbox"/> Some Progress	<input type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	<input type="checkbox"/> Exceeded
Student Learning Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input checked="" type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	<input type="checkbox"/> Exceeded
District Improvement Goal(s)	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Some Progress	<input checked="" type="checkbox"/> Significant Progress	<input type="checkbox"/> Met	<input type="checkbox"/> Exceeded

Professional Practice

**Goal:** Establish a consistent district-wide culture and development of appropriate staffing patterns to meet the needs of our students.

**Purpose of Goal:** The Superintendent will work to determine clear avenues of communication with staff, parents/caregivers and community partners so that pertinent stakeholders have a venue to provide meaningful, appropriate and pertinent feedback/input as we determine the current needs of the district. The first step in working toward this goal is to do an in-depth

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staff-student analysis that will help inform the next steps required in order to determine how to meet all students where they are academically and socially/emotionally.

**Evidence:**

- Staff workload report initial draft
- School Committee Meetings presentations
- Open Door Policy

**Feedback:**

John has started the work on this goal toward the staff accountability report. The School Committee is expecting a complete analysis and recommendations on the data provided. The results of this analysis will drive the budget process in the next Fiscal Year. The next step would be to provide more analysis of full staff data with a focus on, but not be limited to, special education, general education and all support staff. Data tying staffing levels to student outcomes is essential.

The Committee would also like to see more of a willingness to identify areas of concerns as a primary step in addressing issues.

John has been successful communicating with stakeholders through newsletters, School Committee meeting presentations and an open-door policy as expected.

A clear vision for school culture should be presented by John followed by surveys to get feedback. Results of surveys should be used to improve school culture and then presented to the School Committee as evidence of this goal area.

**Student Learning**

**Goal:** Ensuring that students have a voice in their teaching and learning.

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**Purpose of Goal:** Throughout the school year, the Superintendent will be working with administrators to establish vehicles for student voice that is appropriate for the K-3, 4-6, 7-8 and 9-12 grade levels. In a District where we want to ensure that students are our first priority, we need to establish specific ways that students can share their opinions, input and feedback in meaningful ways.

**Evidence:**

- School Committee meeting presentations – school spotlights
- Attending Student Flag Forum
- Weekly school walk throughs
- METCO student lunch discussion

**Feedback:**

Solid gains were made in this area. A successful implementation was the Brown school student leadership program. The Committee would like to see evidence of similar programs at all other schools. John should strengthen opportunities for student directed leadership. The committee looks forward to seeing students added to the anti-discrimination committee as planned and results of a student survey.

## **District Improvement**

**Goal:** Marblehead School District Improvement Plan (DIP) 2025-2028

**Purpose of Goal:** Massachusetts requires the establishment and implementation of a District Improvement Plan (DIP) for public schools in three-year increments. The DIP is sometimes referred to as a strategic plan.

**Evidence:**

- Draft District Improvement Plan

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**Feedback:**

The level of detail being proposed for the plan is good. John is on a promising path for developing a true District Improvement Plan that will help guide and justify future budgets. Elements of the plan should be tied back to student outcomes whenever possible. Every planned outcome must be measurable and the measurement should be consistently communicated. Plans for stakeholder feedback that can be shared with the committee should also be identified for progress monitoring.

The plan should be developed over the summer with periodic School Committee reviews and presented in early fall for School Committee approval. Implementation is expected prior to the FY27 budget development.

**Comments and Final Analysis:**

John faced and inherited many challenges in his first ten months in the district and has remained positive. He has started work on a needs-based budget that is based on data driven through reports in staffing needs. We are looking forward to the analysis of this data to inform and drive the next budget. We are looking forward to the next iteration of the District Improvement Plan. Student voice has been shown in some areas, and we are encouraged by his plans to strengthen the plan.

John has put strong fundamental pieces together regarding his goals, resulting in an overarching improvement in the district. These will facilitate his ability to proceed even further towards the completion of his goals even faster. Most importantly, John's achievement of these goals will positively impact all the students of Marblehead Public Schools.

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