

COMMENDATIONS

1. Dr. Ahern has demonstrated a strong commitment to her own professional growth and serves as a powerful role model for others in the system. She has embraced the process of the New Superintendent Induction Program.
2. Under her leadership, Franklin is clearly taking a lead in its focus on social and emotional learning. Her initiative to convene a counseling review has resulted in clear, concise recommendations for “Improving and Expanding, Social, Emotional Counseling and Behavior Supports.” The gathered data will provide important baseline data on which to build Smart Goals to measure growth.
3. Dr. Ahern understands the importance of maintaining a strong, healthy, well-cared for staff. She has raised this issue with her Administrative Team and elevated its importance across the district.
3. The Portrait of a Graduate initiative is a valuable way to engage key stakeholders in our community in order to create a powerful shared vision for the FPS.
4. The revision of the Kindergarten Screening process was successful.
5. Dr. Ahern has established strong, respectful partnerships with the Town Administrator and other officials.
6. Her frequent visits to classrooms and follow up conversations with a focus on instruction and equity are greatly valued.
7. Dr. Ahern has demonstrated creativity in our tight financial times including her initiative in applying for and receiving state earmarks worth \$208,000 and her efforts in seeking additional grant funding and supporting applications of faculty where appropriate. Her initiative in securing a counseling intern is further evidence of her creativity!

8. Dr. Ahern should be commented for her visibility in the community as evidenced by her attendance at Farmer's Market, Harvest Festival, Strawberry Stroll, Cultural District events and several community coffees as well as engaging with senior citizens on a number of occasions to share budget information and to seek input.

OPPORTUNITIES FOR CONSIDERATION

1. Create clear specific smart goals by which to measure growth based on gathered data in three key areas: social emotional learning; staff well-being, particularly finding ways to balance work load; personalized learning as a systemic priority.
2. Monitor homework policy to make sure it is implemented consistently across all levels, particularly no homework vacations.
3. Ensure that all School Council members understand their responsibilities in providing input to budget creation and School Improvement Plans.
4. Bring the studies of equity and culturally responsive practices into the academics.
5. Follow up on creation of Parent Education Series; leadership on this has been greatly appreciated! Wonderful idea.
6. Continue to promote wide range of career options for students as alternatives to the traditional 4-year college path to success. Make students aware of all of the options for high school – vocational, Fine Arts Academy, etc.

SUMMATIVE EVALUATION FOR DR. AHERN

***OVERALL SUMMATIVE PERFORMANCE BASED ON STEPS 1 AND STEPS 2 AS OUTLINED
BELOW: PROFICIENT***

STEP 1: PERFORMANCE ON GOALS:

PROFESSIONAL PRACTICE GOALS:

Professional Practice Goal: Continue to develop skills in strategy development, data analysis and instructional leadership by completing the second year of the New Superintendent Induction Program.....**MET**

OVERALL RATING FOR PROFESSIONAL PRACTICE GOAL: MET

STUDENT LEARNING GOALS:

Student Learning Goal: By the end of the 2018-2019 school year, students will demonstrate growth in social emotional learning skills across the CASEL Five SEL competencies and demonstrate increased engagement in school.....**SIGNIFICANT PROGRESS**

OVERALL RATING FOR STUDENT LEARNING GOALS: SIGNIFICANT PROGRESS

DISTRICT IMPROVEMENT GOALS:

- a. Social-Emotional well-being of students and staff: To help students develop connections to school, support positive behaviors and increase academic achievement, the FPS will enhance programs and practices, and promote the well-being of staff, in order to enable each student to acquire the knowledge, attitudes and skills associated with the core competencies for social-emotional learning...**MET**
- b. Engaging and Rigorous Curriculum: To ensure that students are provided with rigorous learning opportunities that foster the development of knowledge, skills and dispositions they will need in their future college, career and civic endeavors, the FPS will offer an engaging and rigorous curriculum that focuses on preparing students for a rapidly changing, technologically advanced, globally interdependent future...**MET**
- c. High-quality instruction to meet the academic and SEL needs of each learner: To ensure each student is supported and challenged to reach their full potential, the FPS will align curriculum, instructional practices, and varied assessment opportunities to personalize learning and meeting individual needs..**SIGNIFICANT PROGRESS**
- d. Effective two-way communication to support student learning: To ensure that all stakeholders are engaged with the school community in support of student achievement, the FPS will seek to enhance opportunities for two-way communication between and among all students, families, staff, administrators and the community.....**SIGNIFICANT PROGRESS**

OVERALL RATING FOR DISTRICT IMPROVEMENT GOALS: SIGNIFICANT PROGRESS/MET

STEP 2: PERFORMANCE ON STANDARDS

STANDARD I: INSTRUCTIONAL LEADERSHIP: The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling

a. Instruction: Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests and levels of readiness.**PROFICIENT**

b. Data-informed Decision Making: Uses multiple sources of evidence related to student learning—including state, district and school assessment results and growth data—to inform school and district goals and improve organizational performance, educator effectiveness, and student learning....**PROFICIENT**

OVERALL RATING FOR STANDARD I INSTRUCTIONAL LEADERSHIP: PROFICIENT

STANDARD II: MANAGEMENT AND OPERATIONS: The education leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing and scheduling.

a. Laws, Ethics and Policies: Understands and complies with state and federal laws and mandates, school committee policies, collective bargaining agreements and ethical guidelines.....**EXEMPLARY**

b. Fiscal Systems: Develops a budget that supports the district's vision, mission, and goals; allocates and manages expenditures consistent with district and school-level goals and available resources....**EXEMPLARY**

OVERALL RATING FOR STANDARD II MANAGEMENT AND OPERATIONS: EXEMPLARY

STANDARD III: FAMILY AND COMMUNITY: The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations and other stakeholders that support the mission of the district and its schools.

Engagement: Actively ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district and community.....**PROFICIENT**

**OVERALL RATING FOR STANDARD III FAMILY AND COMMUNITY ENGAGEMENT:
PROFICIENT**

STANDARD IV: PROFESSIONAL CULTURE: The education leader promotes the learning and growth of all students and the success of all staff by nurturing and sustaining a districtwide culture of reflective practice, high expectations, and continuous learning for staff

Shared Vision: Successfully and continuously engages all stakeholders in the creation of a shared educational vision in which every student is prepared to succeed in postsecondary education and become a responsible citizen and global contributor.....**PROFICIENT**

OVERALL RATING FOR STANDARD IV: PROFICIENT

Julie Beyer 10/10/19
Sara Al 9/1/19