

The background is a solid teal color. On the left side, there is a complex network of white lines connecting various white dots of different sizes, creating a web-like structure. Scattered across the teal background are several white geometric shapes, including triangles and quadrilaterals, some of which are partially overlapping or connected to the network. In the upper right corner, there are small, faint white circles and dots, resembling a starry sky or a data visualization.

# Head of School Evidence for Evaluation

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Peter Cohen, Ed.D. April 2021

# OVERVIEW

## Evidence of Evaluation

### What's Included:

#### Progress Toward Goals

- Leadership Team Development: Calibration & Communication
- Criteria for Excellence: Aligning Curriculum & PBL
- Communications & Marketing: Recruitment, Enrollment, Our Story
- Improving Instruction: Professional Development, Supervision & Evaluation

#### Progress Toward Standards

- I. Instructional Leadership
- II. Management & Operations
- III. Family & Community Engagement
- IV. Professional Culture





# GOAL 01

## Leadership Team

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Developing the right team for the right moment



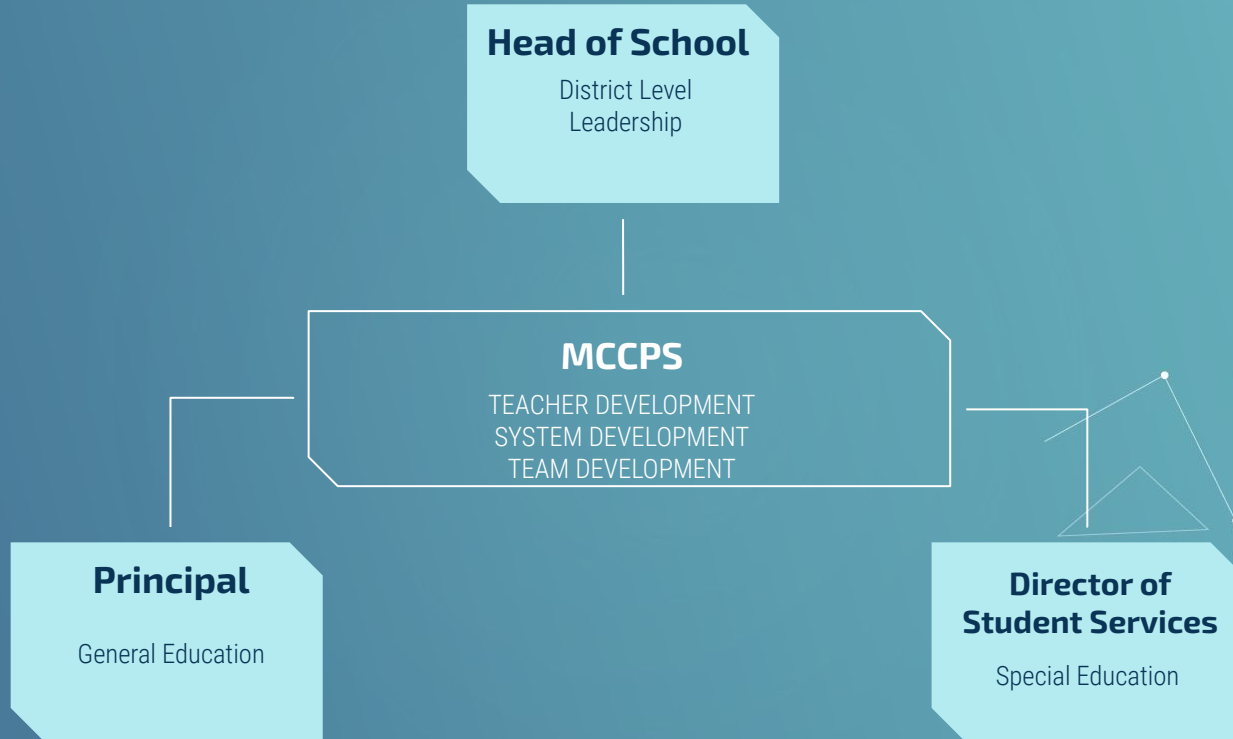
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# Team Development

## SIGNIFICANT PROGRESS

- Delayed start - summer 2020 focus on reopening in time of pandemic
  - Work will continue into FY22
  - Established regular, weekly meeting schedule
  - Defined roles and responsibilities divided up along general education & special education working in concert
  - Defined district level vs. building level responsibilities
  - Allowed Head of School to focus on enrollment, recruitment, development, marketing, facilities...
  - Positive relationships between four key leadership roles and Admin team members
- 

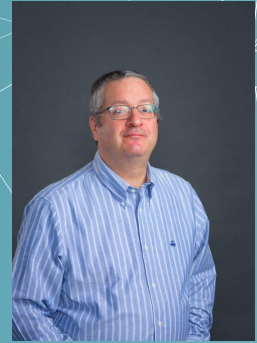
# Leadership Team



# Teamwork



**Matt Cronin**  
Principal



**Jeff Barry**  
Business Manager



**Andrea Barlow**  
Director of Student Services



**Susan Hauck**  
Development Director

# Unsung Heroes



**Lauren Donadio**

School Nurse



**Washington Ponciano**

Facilities



**Danette Russo**

Director of Food Services



**Beth Taranto**

Admissions



# GOAL 02

## Criteria for Excellence

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Aligning curriculum, measuring progress: a 5 year plan






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# Criteria for Excellence

## SOME PROGRESS

- The document for every subject area is near completion
  - Empowered the Academic Excellence Committee under leadership from the Principal and Teacher/Committee Chair
  - Alignment work is ongoing
  - Schedule for FY22 incorporates more time for Departments to meet to continue this work
  - COVID delayed progress
  - Three step process
    - Identified skills ✓
    - Align curriculum units/lessons (in progress)
    - Measure student growth (next phase)
    - Adjustments to Exhibition & portfolio development
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# GOAL 03

## Communications & Marketing

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Telling our Story, Sharing Updates

# Communications & Marketing

Met Goal

- New Website developed
  - Head of School updates website regularly
- New logo developed
- Postcard project to support recruitment efforts led to over 100 applications
- Social Media strategy developed
  - Boost Facebook posts (Funded by HoS)
  - Parent Ambassadors
    - Parents share social media posts
    - PTO Efforts
      - Take-Out Tuesdays
  - Instagram (Head of School posts)
- Communications playbook in development
- Applications way up



# GOAL 04

## Professional Development

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Systems for Improving Teaching, Learning, Culture



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# Professional Development

## SOME PROGRESS

- Teaching Force
    - COVID impacted roll-out
    - Regrouped in March with plan for Spring
    - Will serve as foundation for improvement strategy (teaching, learning, culture) in FY22
  - Focus in FY22
    - Tier 1 instructional practices
    - Co-Teaching (True inclusion model)
    - Supervision & Evaluation for teachers with regular feedback cycle
- 

The background features a complex network of white lines and dots, resembling a molecular structure or a data network. The lines connect various points, some of which are highlighted with larger white dots. The overall aesthetic is clean and modern, with a focus on geometric shapes and connectivity.

# Instructional Leadership

# Standard I: Instructional Leadership

## IA: Curriculum

- **Criteria for Excellence progress**

## IB: Instruction

- **Feedback systems goal for FY22**

## IC: Assessment

- **Next step in Criteria work**

## ID: Evaluation

- **Focus area for FY22**

## IE: Data

- **MCAS returns spring 2021**
- **Use of iReady, IXL**
- **Survey data**

## Summary:

This year we focused on developing/defining role of the Principal and setting up this work for Fy22

Rating: Needs Improvement





# Management & Operations



# Standard II: Management & Operations

## IIA: Environment

- **COVID reopening procedures - health & safety during a pandemic**

## IIB: HR Management

- **Excellent new hires: Adjustment Counselor, 2 Inclusion Teachers, Director of Student Services**
- **More work needed on mentoring systems to support new hires**

## IIC: Scheduling & Management Info Systems

- **Developed schedules for each phase of reopening**
- **Built in time for meetings, consults**

## IID: Law, Ethics, Policies

- **Established connections with DESE representatives**
- **Attended regular calls with Commissioner of Education**
- **Revised handbooks, by-laws - had not been done in years**

## IIE: Fiscal

- **Conservative budget at 210 students - finish in the black**
- **Pursued/awarded many grant opportunities**
- **Improved compensation for employees**

## Summary:

Despite COVID, much progress made toward this standard

Rating: Proficient





# Family & Community Engagement

# Standard III: Family & Community Engagement

## IIIA: Engagement

- Due to COVID, visitors not allowed. Still found ways to keep families engaged
- Parent Ambassadors
- Consistent communication

## IIIB: Sharing Responsibility

- PTO role - Parent Ambassadors
- Susan Hauck and Beth Taranto stepped up

## IIIC: Communication

- Weekly newsletter
- Communication every step of the way with reopening phases, COVID tracking, schedule impacts
- Monday Morning Memo to staff - every week

## IIID: Family Concerns

- Zoom meetings
- Face to face meetings when possible

## Summary:

While COVID presented numerous challenges, we met the moment at every turn

Rating: Proficient





**IV**

**Professional Culture**

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#### **IVA: High Standards**

- **Satisfied = Finished - never satisfied. High standards always**
- **Model communication (work in progress for faculty)**

#### **IVB: Cultural Proficiency**

- **Establishing a GSA at MCCPS**
- **Responsive to racial injustice in the country**
- **Book study to learn, educate our team on race and becoming antiracist**

#### **IVC: Communication**

- **Consistent flow of information for all**

#### **IVD: Continuous Learning**

- **Teaching Force provides for collaborative structures**
- **Attended MassCUE conference virtually**
- **Twitter network**
- **Networking with Charter Leaders**
  - **Consultancy monthly**
  - **Coaching monthly**

#### **IVE: Shared Vision**

- **Facilities work progressing**
- **Faculty Council established**


#### **IVF: Conflict Management**

- **Transparent: addressed issues proactively**
- **Open door**
- **Peer conflict mediation (examples available)**

**Summary:** Rating: proficient and work to be done to develop stronger relationships

## **Standard IV: Professional Culture**



A network diagram consisting of white nodes (dots) connected by thin white lines, forming a complex web of triangles and polygons. The background is a solid teal color. The text is positioned on the right side of the image.

# 2020-2021

So much  
accomplished,  
so much to do

# Accomplishments

## COVID

- **Phased Reopening**
- **Schedules**
- **Health/Safety Protocols**
- **Facilities upgrades**
- **Lunch coverage**
- **COVID tracking**
- **Support faculty**
  - **Anxiety**
  - **Remote work**

## Teaching/Learning & Student Services

- **Adjustment Counselor**
- **Nurse = Rock Star**
- **Portfolios (grade 8)**
- **Virtual Exhibition**
- **Teaching Force**
- **Tiered Focused Monitoring by DESE - no findings!**
- **Schoology & Zoom**
- **Special Ed policies & procedures manual updated**
- **RTI process updated**
- **Special Ed Consult model updated**

## Leadership & Operations

- **New Website**
- **New logo**
- **Improved bandwidth**
- **Parent Ambassadors**
- **Right people in the right positions**
- **Food services - rise to the moment**
- **Warehouse cleanout**
- **New phone system**
- **Grants**
- **Updated**
  - **By-Laws**
  - **Enrollment Policy**
  - **Handbooks**

# Staff Survey Summary

## February 2021

- I feel more comfortable with remote teaching than I did last spring.
  - 18 of 20 Agree or strongly agree
- Recognizing that distancing protocols have impacted our school, I still feel a sense of community exists at MCCPS
  - 18 of 23 agree with 9 acknowledging COVID impacted this
- MCCPS is a school that values teacher leadership
  - 16 of 23 agree or strongly agree
- I feel that a culture of innovation is present at MCCPS. My colleagues and I are continually working to improve our school and our service to students
  - 17 of 23 agree or strongly agree
- I feel supported at MCCPS. help is available to me if I need it regarding student issues, parent/colleague concerns, and/or other challenges
  - 15 of 23 all or most of the time, 7 responded sometimes
- Please indicate your opinion of the direction of the school in terms of culture
  - 16 of 21 right direction, positive, or very positive





# Parent Survey Summary

- See attached



# CUSTOMER REVIEWS

“Dr. Cohen has moved things forward at MCCPS in ways that we didn't imagine were possible. So many things are being taken care of so quickly, always with lots of thought and communication. We are so lucky to have you!”

**-Parent**

“Thank you for all of your extraordinary efforts and diligence as you continue to provide our children with support and high quality learning experiences. We feel great pride sharing our family and son, is a part of the Charter Community. We have been immensely impressed by how the administration has navigated throughout these unprecedented circumstances and continue to be very appreciative of your commitment to open and inclusive communication with parents.”

**-Parent**



# THANKS

Does anyone have any questions?

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