

Leadership Goal #1: District/School Improvement
I will work with MSBA, SC, SBC, Architects, and OPM to develop processes and strategies necessary to promote focused feedback from students, faculty, staff, parents, community, and business partners on planning spaces in an effort to complete our Schematic Design for a school building accommodating 628 students, to be completed by December 1, 2015.

Name	Town	Rating	Comment
Sharon Antia	Lincoln	Met	As always, I believe more work needs to be done to engage families and communities.
Judith Taylor	Carlisle	Exceeded	I personally witnessed an extraordinary effort on the Superintendent's part to coordinate the many moving parts of the new building project and to strategize with key stakeholders on how to move forward effectively.
Jack Weis	Belmont	Significant Progress	The schematic design was submitted on time in December 2015. And, the Superintendent did engage in a process to solicit input. However, most of that input seemed to have been from students and faculty. Unfortunately, at least within my community, there were minimal efforts to engage the community in a true dialogue. What public outreach occurred within the broader community generally consisted of Minuteman trying to sell/convince the community of the benefits of a 628-student school.
Pam Nourse	Acton	Met	
DAVID R MANJARREZ	Sudbury	Did Not Meet	The superintendent ignored feedback from 7 (seven) member communities that created ire and distrust. 6 of the 7 communities voted to leave the district immediately. The 7th member town is now wants to also leave the Minuteman district..
Sue Sheffler	Arlington	Met	
Vincent Amoroso	Boxborough	Did Not Meet	Belmont rejected the school funding because they were not persuaded that the size was right. This is the same reason they have raised for years.
Jeffrey Stulin	Needham	Exceeded	I am delighted with the final design and with the incorporation of feedback from multiple sources.
Carrie Flood	Concord	Met	
David Horton	Lexington	Met	A wonderful school building with an outstanding career academy model of organizing instruction is waiting for the green light! The whole package is an exciting one to anticipate coming into fruition on the campus!
Jennifer Leone	Lancaster	Met	The Schematic Design was completed and approved by MSBA.
Alice DeLuca	Stow	Met	
Mary Ellen Castagno	Wayland	Did Not Meet	May work with some communities, but not all.
David O'Connor	Bolton	Met	
Doug Gillespie	Weston	Met	
Ford Spalding	Dover	Exceeded	We have 15 Yes endorsements. We will find a pathway to the 16th if MSBA allows us.

Leadership Goal #2: District/School Improvement
Throughout the year I will work with the Assistant Superintendent of Finance, SBC and SC to gain local approval of Bonding \$144.9M from our 16 member towns for the School Building Project.
I will also work with appropriate stakeholders to create a mixed use development plan for the campus.

Name	Town	Rating	Comment
Sharon Antia	Lincoln	Significant Progress	Bond is not approved and Lincoln and several other towns withdrew. Personally I am not happy about that though it is progress. Obviously the Bond has not ben been approved so it is not 'Done'. I understand conversations have been had regrading the mixed use development plan but I am not aware of a plan being in place.
Judith Taylor	Carlisle	Exceeded	Even though the final approval of the bond has not yet happened, that is not due to lack of effort on the Superintendent's part.
Jack Weis	Belmont	Significant Progress	A) The bonding for the school project was presented to all communities, particularly the 10 remaining towns. However, as is now well known, while it passed in 9 of the remaining 10 towns, it failed in my community. B) There has been no substantive discussion regarding a mixed use development on the site. Moreover, notwithstanding the reference to that task in the Superintendent's goals, and notwithstanding some brief parenthetical references to such a possible development, I am not aware that the School Committee has discussed in any detail or has clearly articulated any particular vision for such a mixed-use development on the site.
Pam Nourse	Acton	Met	
DAVID R MANJARREZ	Sudbury	Did Not Meet	First read #3 Goal 1 comments. The superintendent did nothing but disrespect those communities that did not meet the superintendent's and the chair of the Minuteman school committee agendas and personal career goals. .
Sue Sheffler	Arlington	Met	
Vincent Amoroso	Boxborough	Did Not Meet	See above.In addition, six members voted to leave the district rather than participate. Belmont makes seven out of sixteen member communities.

Jeffrey Stulin	Needham	Significant Progress	There has been some concern that aspects of the superintendents actions or personality have been responsible for the fact that this goal has not been met. I will not disagree that personality conflicts have been an unfortunate part of this process. But it is clear to me, having been involved with this process since the beginning, that the efforts of Dr. Bouquillon have been fundamental to the fact that we are so close to success. I have been on this school committee since 1998. Over my tenure I have had the opportunity to watch the efforts of numerous boards of selectmen and finance committees. But I have never seen any of these organizations work on an issue as complex and difficult as determining the next steps for the Minuteman school. We have had numerous successes necessary for this project that most had thought to be impossible. These include: <ul style="list-style-type: none"> o Transforming the school's financial reporting from opaque with many auditing issues, to far more transparent with no issues in our latest management letter. o Avoiding the need for emergency expenses and the possibility of school closings due to infrastructure failure by means of the ESCO project. o The acceptance of a new regional agreement. o The completion of the specs for a new school. o Strong praise from the MSBA for our proposed project. o Strong support from 9 out of 10 of the remaining towns for the MSBA project. Obviously all of these items required the efforts of many individuals. However, there is no doubt that Dr. Bouquillon's efforts were a significant reason for success. I am confident that we will ultimately be successful in securing quality career/technical education opportunities for district students by building a new Minuteman school. And, while no one is perfect, Dr. Bouquillon will deserve significant credit for that accomplishment.
Carrie Flood	Concord	Met	The process has become more complex and convoluted than it could/should have been. If performance relative to this goal were measured purely by the level of effort, my rating would have been FAR exceeded. I am checking "met" because, while I have a great deal of evidence on work to achieve approval for local funding of the project, I know less--less has been shared and that may be appropriate at this stage--concerning the mixed use development plan for the campus.
David Horton	Lexington	Significant Progress	The superintendent has done an incredible job working to gain local approval of bonding by all 16 towns. I am hoping that he will be able to lead us to the finish line with all 16 (10) towns supporting the project and bonding. I understand that it is premature to expect any progress on the development of a mixed use development plan for the campus until a decision is reached about bonding.
Jennifer Leone	Lancaster	Significant Progress	Significant progress on the bonding. I'm unsure of how the mixed use development plan is progressing.
Alice DeLuca	Stow	Met	We are still moving forwards towards the new building. The support of the MSBA validates the quality of the planned project. The superintendent continues to work to gain support for the project in the town that has not yet approved. The mixed use plan for campus is not clear yet.
Mary Ellen Castagno	Wayland	Did Not Meet	Failed with Belmont

David O'Connor	Bolton	Significant Progress	
Doug Gillespie	Weston	Significant Progress	I believe that the Superintendent's abrasive, non-collaborative style was at least partially responsible for the defeat in Belmont. He needs to work in partnership with Belmont town officials to achieve "Yes".
Ford Spalding	Dover	Exceeded	We have 15 Yes endorsements. We will find a pathway to the 16th if the MSBA allows us.

Leadership Goal #3: Student Learning

I will support the development of the Minuteman Academy Model by providing the necessary resources to the Executive Team to allow for implementation of School Wide Goals: (1) To apply Professional Learning Community (PLC) best practices to deeply integrate CVTE & Academic Curricula, enhance literacy in all students, and provide executive function instruction for all students, and (2) To advance the use of technology to enhance teaching and learning, connect globally, and support secure operations.

Name	Town	Rating	Comment
Sharon Antia	Lincoln	Met	
Judith Taylor	Carlisle	Met	With regard to 6(1), I have personal knowledge of ongoing efforts to promote best educational practices in the school (through sitting on a couple interview teams and through presentations at SC meetings. I don't have the same level of direct knowledge about the technology effort, which is the only reason I checked "met" rather than "exceeded."
Jack Weis	Belmont	Significant Progress	Based on a recent presentation to the School Committee, it does appear that significant progress is being made on implementing the Academy model. Moreover, Minuteman continues to expend significant dollars to upgrade technology.
Pam Nourse	Acton	Met	
DAVID R MANJARREZ	Sudbury	Did Not Meet	The superintendent grasps any hot topic and cobbles together an initiative that plays well in the press. But with a running 5-year rolling average of 70% teacher turnover with new teachers also leaving, there is no follow through and no experienced or qualified teachers to fulfill empty educational promises. The superintendent is not an educator and should resign before he completely destroys the school.
Sue Sheffler	Arlington	Exceeded	
Vincent Amoroso	Boxborough	Did Not Meet	We have been told that this will not be possible without approval of the building project, which has not yet been approved.
Jeffrey Stulin	Needham	Exceeded	I am very happy with the teacher enthusiasm reading the academy model. I would like to see more evidence directly from teachers and staff of this goal in the future. This can be accomplished by placing appropriate agenda items throughout the year. The school committee should take some responsibility for this.
Carrie Flood	Concord	Met	I applaud the Superintendent's choice to have Academy Model Team present their progress in person at the 5/17 School Committee meeting!

David Horton	Lexington	Met	The presentation at the May school committee meeting by the Academy Model team was impressive! The Minuteman leadership and teachers have done a huge amount of quality work to develop and plan for the implementation of the academy model and concomitant school wide goals. I look forward to seeing the team's, staff's, and leadership's plans roll out. I have rated this goal as been having met - at least the planning for implementation has been met. Next year, I will be interested to see how much has been able to be implemented even before a new building rises on the campus.
Jennifer Leone	Lancaster	Significant Progress	The work done by the Academy Development Team is impressive and they seem to be on track for implementing the Academy model at Minuteman. The implementation of Office 365 OneNote has been successful, but it seems work still needs to be done to improve network reliability.
Alice DeLuca	Stow	Exceeded	The staff who reported on this effort were engaged and excited about the project.
Mary Ellen Castagno	Wayland	Did Not Meet	Minuteman had a Academy Model that was eliminated by this Superintendent who now would like you to believe that the development of the Minuteman Academy Model is his brainstorm
David O'Connor	Bolton	Met	
Doug Gillespie	Weston	Met	
Ford Spalding	Dover	Exceeded	This is a work in progress but he and his team are dedicated to advance the Academy Model forward.

Leadership Goal #4: Professional Practice

I will provide the necessary resources to engage all staff to find the right student for the right program for the right reasons by implementing twenty-four new recruitment strategies which include mailings, promotional materials, a Showcase Day, a Career day, Shadow Days, Accepted Student Dinner, and an ice cream social.

Name	Town	Rating	Comment
Sharon Antia	Lincoln	Met	
Judith Taylor	Carlisle	Exceeded	The research-based, professional effort to implement new recruitment efforts to find the right student/program fit is very impressive.
Jack Weis	Belmont	Some Progress	I, frankly, don't know what the "24 new recruitment strategies" are, nor the progress that has been made in meeting them. I do know that Minuteman has spent lots of money engaging a consultant to assist in recruiting. I also know that Minuteman cites that interest levels are up over last year (as measured by applications to date). But, it remains too early to know if any of these efforts will actually lead to increased enrollments. For several years, it seems like Minuteman has been citing how its improved recruiting strategies are generating increased interest, yet enrollments have largely been flat. In fact, for the 2015-2016 school year, enrollments -- both for the member towns and in total -- actually declined from the prior year.
Pam Nourse	Acton	Significant Progress	
DAVID R MANJARREZ	Sudbury	Did Not Meet	A recruitment and retention strategy should have been implemented 9 years ago and not just within the last few months at a cost of over \$30,000 for consultants' fee. There are fewer member towns students enrolled in Minuteman TODAY than there were 9 years ago when the superintendent took control fo the school and school committee. 80% in the next 4 years is deceptive and misleading. A 628 student school will require the enrollment of 250-280 underfunded non-resident tuition students to fill empty seats. Each non-resident student will require an individual subsidy paid by memerb towns through inflated assessments of \$8,500 for each tuition student. Capital cost subsidies could be an additional \$4,000. The school is in a financial free fall and the 10 remaining towns will have to nearly double their assessments to pay for the superintendent's accesses and failures. There is no accountability placed on the superintendent. School committee officers past and present unfliningly cover up for the superintendent's failures or just ignore them completely removing any responsibility for high teacher turnover, out of control costs, misuse of funds, and falling enrollments. We are watching a slow motion trainwreck.
Sue Sheffler	Arlington	Met	
Vincent Amoroso	Boxborough	Did Not Meet	I would have put "not observed", but did not have that option.

Jeffrey Stulin	Needham	Met	I would like to see more evidence directly from students teachers and staff of this goal in the future. This can be accomplished by placing appropriate agenda items throughout the year. The school committee should take some responsibility for this.
Carrie Flood	Concord	Met	Resources have certainly been provided.
David Horton	Lexington	Significant Progress	The resources have been provided, now let's see if there is the anticipated payoff with increased enrollment by October 1, 2016! That is why I checked "Significant Progress" - waiting to see the results in the fall.
Jennifer Leone	Lancaster	Significant Progress	The new recruitment strategies seem to have been successful, even with the uncertainty around the makeup of the district and the building project. There could be better communication with potential new students and their parents. This can be a intimidating time and more information is better than less.
Alice DeLuca	Stow	Met	It would be helpful to have some ongoing objective data reports on enrollment projections.
Mary Ellen Castagno	Wayland	Did Not Meet	It's interesting that the Superintendent is now implementing new recruitment strategies and for who....non-member students? This Superintendent has failed miserably with the recruitment / retention efforts for member town students. What the SC is not aware of is what the cost is to the member towns tax payers for recruiting non-member students!
David O'Connor	Bolton	Met	
Doug Gillespie	Weston	Met	
Ford Spalding	Dover	Significant Progress	This is a work in progress. When we have a new Building approved significant progress will be made. The strategies are being developed and will reap their rewards.