

Leadership Goal #1: District/School Improvement: In accordance with the guidelines of Module 6, I will work with MSBA, SC, SBC, Architects, and OPM during the design development period to complete the final design in preparation for construction bid submission for the building project.

Name	Town	Rating	Comment
Sharon Antia	Lincoln	Met	
Dave O'Connor	Bolton	Met	
Pam Nourse	Acton	Significant Progress	Reports to the school committee indicate that the building project is proceeding on or ahead of schedule.
Christine Lear	Carlisle	Significant Progress	Impressed with the progress and attention to detail of this project.
DAVE MANJARREZ	Sudbury	No Opinion	
Doug Gillespie	Weston	Significant Progress	
Mary Ellen Castagno	Wayland	Met	
Carrie Flood	Concord	Significant Progress	I'm saying significant progress only because the final target date is still weeks away. In terms of the level of cooperation, and the Superintendent's leadership and direct participation in an effectively coordinated effort to get it done, I'd give his performance a rating of "exceeded".
David Horton	Lexington	Exceeded	The superintendent has been the linchpin in the extraordinary effort by the SC, SBC, Minuteman Administration, Architects, and OPM to bring the proposed building project to fruition: on time and at or under the cost projected. Dr. Bouquillon has been an "ambassador" for the project to the member communities, a "cheerleader" and advocate for the new building and what it will mean to the Minuteman District, and has never taken his eye off the project or let his attention to it wander! The fact that a reliable construction firm has been identified that will have the new school open and "running" in two years is commendable.
Jennifer Leone	Lancaster	Met	Gilbane Building Company has been hired as the projects General Contractor.
Jim Gammill	Belmont	Exceeded	I am pleasantly surprised that there is a chance the new building could be placed in service in Sept 2019. That would be a big win for MM.
Sue Sheffler	Arlington	Exceeded	building approved despite large challenges
Alice DeLuca	Stow	Significant Progress	The building project is reported to be on time and on budget, with an OPM on board, and the estimated delivery date is advanced significantly.
Jeffrey W. Stulin	Needham	Exceeded	The building project is moving in a direction and at a pace that exceeds my expectations. Although there are many people who share the credit for this, I recognize that the superintendent is a key contributor to the project progress.
Ford Spalding	Dover	Met	Ed has provided the Districts leadership in continuing to move the Building Project forward with the main goal of meeting/exceeding the SC approved Education Goals.

Leadership Goal #2 and #4: District/School Improvement: Acknowledging the DESE Targeted District Review and the NEASC Decennial Review, I will ensure alignment of the School Improvement Plan with School Committee Goals, Superintendent Leadership Goals, and School-Wide Goals. (Target Date: Draft November, 2016; Final January, 2017)

Name	Town	Rating	Comment
Sharon Antia	Lincoln	Met	
Dave O'Connor	Bolton	Met	Overall improvement of documented evidence and updates during the year.
Pam Nourse	Acton	Some Progress	
Christine Lear	Carlisle	No Opinion	
DAVE MANJARREZ	Sudbury	No Opinion	Meaningless goal. No way to measure.
Doug Gillespie	Weston	Met	
Mary Ellen Castagno	Wayland	No Opinion	Unsure - therefore unable to measure progress
Carrie Flood	Concord	Exceeded	
David Horton	Lexington	Exceeded	The alignment of the School Improvement Plan with the School Committee Goals, Superintendent Goals, and School Wide Goals is commendable, as is the range and diversity of stakeholders who developed the School Improvement Plan. Efforts to recruit more in-district students have resulted in an increase in the number of first-year students. Hopefully, the efforts are sustainable and the beginning of a trend! Impressive is the variety and range in the use of social media to reach potential students and their parents. Receiving Level 1 status, based on MCAS tests, is good news because it is one significant indicator that Minuteman has addressed and is addressing the gaps between regular education students and the high needs and disabilities subgroups. A huge amount of work has been and is being done to implement the academy model that features academic/CTE integration. Presentations by staff members at school committee meetings have been informative and impressive. Excellent activities took place to create a safe culture for both staff and students. Minuteman's collaboration with Middlesex Community College and the certifications available to students in the Minuteman shops are examples of the school's effort to meet a variety of student needs and interests and to prepare students for life after Minuteman! As superintendent, credit is due to Dr. Bouquillon for either initiating and/or supporting these efforts.
Jennifer Leone	Lancaster	Met	The School Improvement Plan was finalized in January 2017.
Jim Gammill	Belmont	No Opinion	I am too new on the committee to fully understand this.
Sue Sheffler	Arlington	Met	significant improvements in school ratings resulting from improved goal alignment
Alice DeLuca	Stow	Met	It would be beneficial to the school committee for the superintendent to discuss leadership methodologies, and the leadership model that he prefers.
Jeffrey W. Stulin	Needham	Met	
Ford Spalding	Dover	Met	

Leadership Goal #3: Student Learning: In order to implement the DESE approved Education Program Plan, I will guide and support the Academy Development Team (ADT) established in 2015. Teacher leaders (ADT) will utilize Common Planning Time to develop guidelines and strategies for revising Student Portfolios, Senior Capstone Projects, and designing curriculum for the Minuteman 101 course and to meet the Curriculum Mapping goals, while deepening the practice of Professional Learning Communities throughout the school. (Target Date: Spring, 2017)

Name	Town	Rating	Comment
Sharon Antia	Lincoln	Met	
Dave O'Connor	Bolton	Met	Feedback from the ADT and Teachers supports the documents provided.
Pam Nourse	Acton	Significant Progress	Based on reports made at school committee meetings, students have made very impressive academic accomplishments. Faculty as well have demonstrated enthusiasm for and progress in the development of the Academy Development Teams.
Christine Lear	Carlisle	No Opinion	
DAVE MANJARREZ	Sudbury	No Opinion	Meaningless goal. No way to measure.
Doug Gillespie	Weston	Met	
Mary Ellen Castagno	Wayland	No Opinion	Superintendent sends along volumes of documents in support of his goals - however the data is not always measurable or meaningful
Carrie Flood	Concord	Exceeded	Based on the evidence, the Superintendent's goal was clearly met. I've selected "exceeded" because I was very pleased and impressed to have had subject presentations made primarily by other staff, who were so actively involved in the work of the team and who will be frontline when it comes to implementation. They are justifiably proud and so should be the Superintendent.
David Horton	Lexington	Exceeded	The establishment of the Academy Development Team (ADT) was an excellent idea. The ADT has done a great deal of work to develop the academy model. Reports to the school committee have chronicled its accomplishments and on activities underway. The work done to share examples of integration projects and to encourage more such projects is a real plus. Freshman curriculum Minuteman 101 will be a fine addition to the school. The energy generated by the ADT is palpable. The proposed Professional Development Calendar for FY 18 goes a long way to provide the infrastructure for the academy model to evolve and prosper and for teaching and learning at Minuteman to continue to do the very best for each and every student. The superintendent has been active in meeting this goal and can be seen as the catalyst that brought it to this point and will carry it forward.
Jennifer Leone	Lancaster	Met	The presentation at the last School Committee meeting shows that the Superintendent and the ADT has accomplished their goals for this year. I look forward to hearing about what the next year brings.
Jim Gammill	Belmont	Exceeded	Based on presentations to the School Committee, there is evidence of considerable progress in these areas.
Sue Sheffler	Arlington	Met	Strong leadership for ADT, enthusiasm from teacher teams is evident
Alice DeLuca	Stow	Met	The Minuteman 101 course is a great innovation, and I look forward to watching it develop. Like many Minuteman programs, it will probably be emulated in other districts. I am glad to see that staff empowered to create new opportunities for students.

Jeffrey W. Stulin	Needham	Exceeded	<p>I consider the development of the Academy Model at Minuteman to potentially be as important an accomplishment as the construction of the new building. I find it remarkable that the superintendent has been successful in strongly contributing to both projects (the new building, the academy model) simultaneously. As a high school teacher I know how difficult it is in a school environment for the staff to manage an educational evolution of this magnitude. It is only possible with the strongest support throughout the organization. While the teachers will be doing the majority of the work to make this new educational model work, the superintendent gets credit for critical aspects of model development including:</p> <ul style="list-style-type: none"> o Creating time opportunities for the staff to do the work necessary to develop the Academy Model o For supplying the profession development opportunities required o For creating an environment where the teachers are enthusiastic in working on developing the Academy Model. This enthusiasm is absolutely essential in inspiring the creativity and encouraging the extraordinary amount of work that this type of project requires. Creating an environment where others can be successful is a key aspect of superior leadership skill. Great job Ed. This has been a remarkable year for your leadership at the Minuteman School.
Ford Spalding	Dover	Met	<p>Ed has provided the leadership and worked with the Teachers & Staff to implement the Career Academy education plan while at the same time meet the stated goals within #3. The Faculty & Staff have embraced his leadership.</p>