

2022-2023 SUMMARY OF SUPERINTENDENT-DIRECTOR'S EVALUATION

The evaluation of the Superintendent-Director is an annual 5-step process that begins with a self-assessment using performance Standards provided by the MA Department of Elementary and Secondary Education. The self-assessment is followed by goal setting, plan implementation, a mid-year formative assessment/update and concludes with an End-of-Cycle Report on progress toward each goal and performance pertaining to the Standards. The timeline for the evaluation process begins in July and concludes in June of the following year. The evaluation process is a public process and takes place in open session at scheduled school committee meetings throughout the year.

The Superintendent-Director is rated based upon his/her performance in the following four Standards: I. Instructional Leadership; II. Management and Operations; III. Family and Community Engagement; and IV. Professional Culture. The Superintendent-Director earns a rating of Exemplary, Proficient, Needs Improvement or Unsatisfactory in each of the four standards.

As part of the summative evaluation process, the Superintendent-Director prepares an End-of Cycle Narrative Report for use by the School Committee to rate his/her summative performance in each of the four standards. At a public meeting, the School Committee presents a performance review and End-of-Cycle Summative Evaluation Report assessing attainment of the goals set at the beginning of the process and the Superintendent-Director's performance in each of the four Standards required.

The School Committee members rated the Superintendent-Director in each of the four categories during the 2022-2023 school year, resulting in an overall summative rating of Exemplary. The ratings for each of the four Standards and comments pertaining to performance are provided in the attached document. For the purpose of reporting to the Department of Elementary and Secondary Education, Superintendent-Director Polansky received the following ratings:

Standard I: Instructional Leadership	Proficient (tie-breaker decided by EVC)
Standard II: Management and Operations	Proficient
Standard III: Family and Community Engagement	Exemplary
Standard IV: Professional Culture	Exemplary (tie-breaker decided by EVC)
Summative Rating	Exemplary

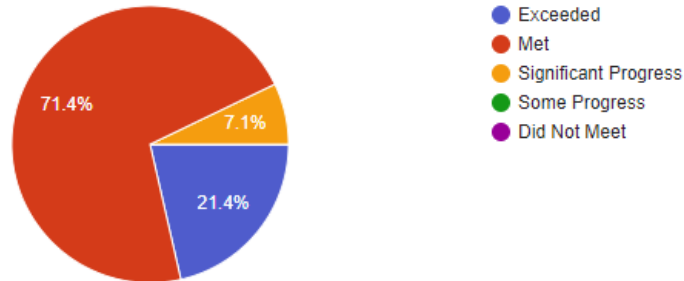
Ratings pertaining to the Superintendent-Director's progress with regard to his goals are also included. Narrative recommendations made by the School Committee as part of the evaluation process will inform the start of the next evaluation cycle for the Superintendent-Director in 2023-2024.

To view Mr. Aaron Polansky's End-of-Cycle Summative Evaluation Report please continue reading.

This section will be used to assess the Superintendent's progress toward his goals as identified at the start of the 2022-2023 school year.

Student Learning Goal: Over the course of the school year the administrative team will use monthly meetings to review data associated with best practices that directly impact student learning (SL), school culture (SC), teacher performance (TP) and program development (PD). Results will be explored using the Data Wise protocols. [Copy](#)

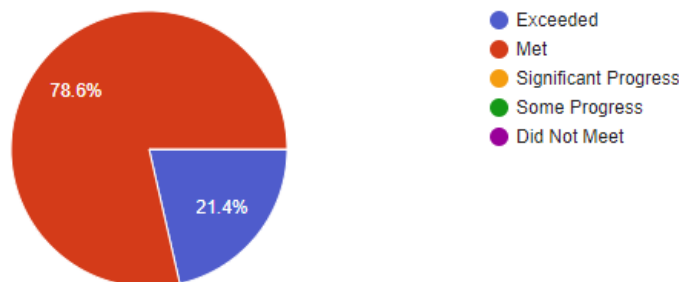
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Professional Practice Goal: The Superintendent-Director will complete the Data Wise Course through Harvard University. This course describes a clear, 8-step process for using a wide range of data sources to improve instruction. In this course, the Superintendent-Director will: [Copy](#)

- Understand what the Data Wise Improvement Process is and how it can help Old Colony improve teaching and learning
- Build skills in looking at a wide range of data sources, including test scores, student work, and teaching practice
- Identify next steps in supporting a culture of collaborative data inquiry in our setting
- Implement the Data Wise process to guide Administrative Team meetings

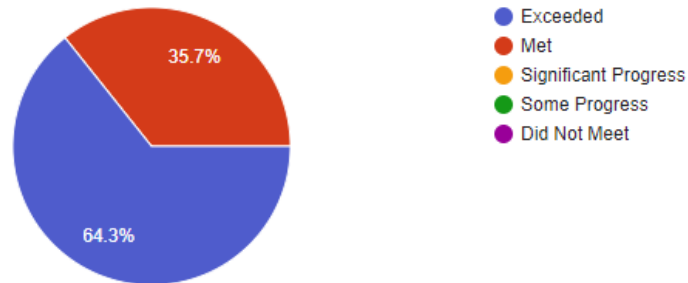
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Goal 1: On October 3, 2022, Old Colony will enter into the MSBA 270-day Eligibility Period. The Superintendent-Director will be responsible for leading this process in conjunction with a team of stakeholders. Success will result in an invitation to enter into a Feasibility Study for future planning.

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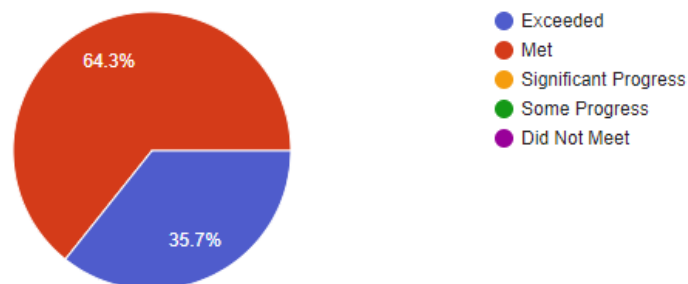
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Goal 2: The Superintendent-Director will work collaboratively with the newly appointed Director of Adult Education to implement the first round of CTI Grant-funded Adult Education Programs in Culinary Arts and Welding beginning in January of 2023. The expansion of Adult Education offerings will be a goal for the Director of Adult Education. The relationships with MassHire of Greater New Bedford, local Career Centers, and the Commonwealth Corporation for continued funding of this initiative will be focal points of the inaugural year.

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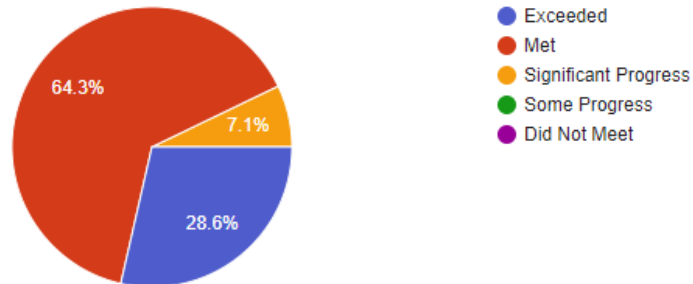
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Goal 3: The Superintendent-Director will meet twice monthly with the Administrative Team to ensure appropriate supports are in place for the successful onboarding of all new staff. Part of this initiative will be successful implementation of two (2) Teacher Expertise Model cycles.

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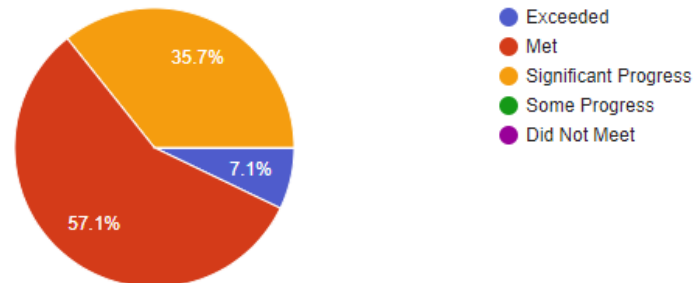
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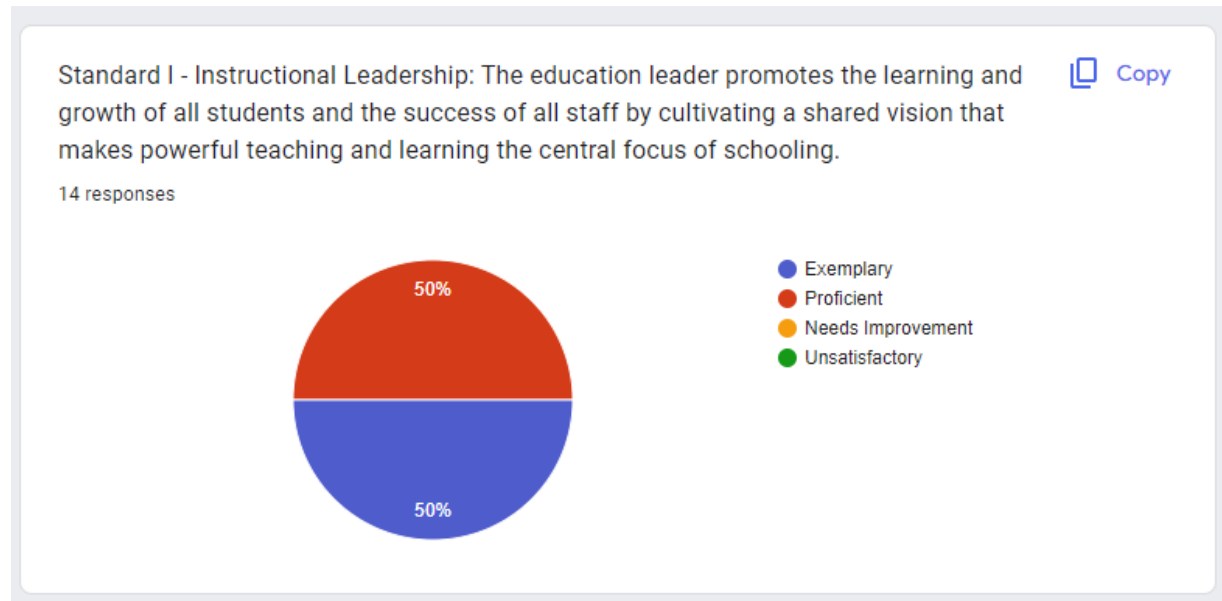
Goal 4: The Superintendent-Director will work with stakeholders to successfully draft an updated District Improvement Plan for 2023-2026. This work will be completed by (or prior to) June of 2023.

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This section will be used to assess the Superintendent's performance in Standards I-IV for the 2022-2023 school year.



Comments pertaining to Standard I:

The superintendent has lead in providing more than would be expected, to insure that our teachers and staff can improve their skills and provide a better education for the students. Continued review of the outcomes will allow improvements to the programs.

I B-E Instructional Leadership

Mr. Polansky's ability to discover curriculum and learning areas that need to be researched and strengthened, along with his ability to find volunteers to buy in to his OC vision are highly commendable. His most recent completion of his Certification in School Management and Leadership at the Harvard School of Education and his obvious incorporation of the program's goals into OC's curriculum is laudable as well.

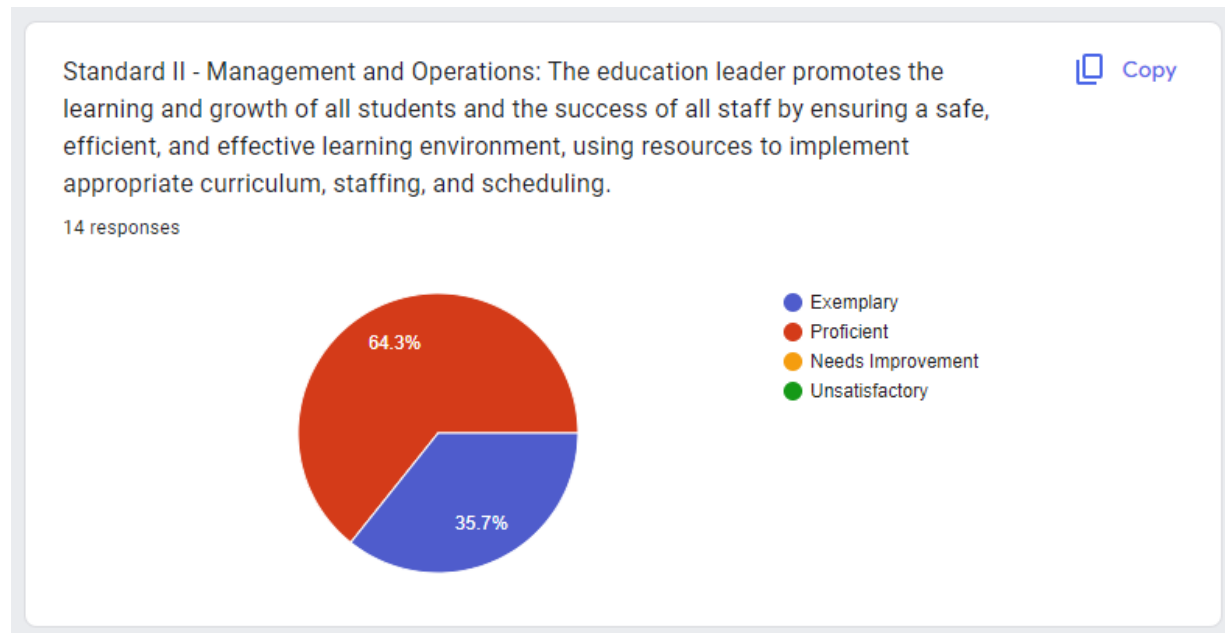
Using the Teacher Expertise Models shows how we should use data and research to coordinate them into useful lessons and curricula. Expanding the Exploratory Program, while challenging to the schedule, no doubt expands student interest and potential opportunities. Tracking and encouraging all students to seek and achieve Industry Recognized Credentials also serves to improve student opportunities for success as they enter their post high school world. Increasing AP courses provides exposure to greater academic rigor that helps our students grow and learn. Encouraging our teachers to observe others outside of OC provides even more symbiotic opportunities for faculty and student growth. Exploring the data connecting low-income students to those exposed to AP courses makes sense to me, and it will be interesting to see our further analysis of this data.

As a result, there is MUCH on which our staff can "chew" to help improve themselves, our students, our school, and our community.

I-B. Instruction: Mr. Polansky led a group of instructors through the Teacher Expertise Model (TEM) with great success. The focus was high expectations for student engagement and student voice. Under his coaching, to meet these expectations, instructional staff were provided additional tools, like the TeachFx app, to help gather data related to student engagement/voice. A group of Old Colony educators will present this TEM this month at a national convention. This is a testament to Mr. Polansky’s instructional leadership.

I-E. Data-Informed Decision Making: Mr. Polansky leads his administrative team in the use of multiple school assessment results to make informed decisions. These sources of evidence are used to develop school-wide goals to improve student performance. Would like to see additional evidence used by including State assessments as it pertains to Vocational schools.

The Superintendent-Director should be commended for his continued professional development and how that is shared with staff to provide opportunities for them to explore alternate methods and thought processes for their interactions with students and student educational opportunities. As teaching staff assess the merit of programs like TeachFX, those reactions should be shared with the school committee so that we fully understand what is gained from participation in these programs and opportunities for professional development. Analytics are now the way of the world; it allows you to wade through the weeds on any topic. Sports management would not exist without analytics. It can help you drive a conversation but should not be the sole motivator in decision-making. The interpretation of data must always have the “human” cause and effect attached to it.



Comments pertaining to Standard II:

The superintendent has done an outstanding job of involving teachers, staff, and students in the operations of the school. Everyone is invited to participate in a variety of programs that enhance learning and improve the environment.

II. Management and Operations:

With the exception of our marginally competitive salary schedules, OC appears to be a place where most people want to work. Living up to our responsibility to help train staff for future positions is reassuring. Providing opportunities for teachers to present the fruits of their educational labors on the state and national levels also indicates the degree to which they and we have grown professionally. Kudos to ALL!!

Instituting Rapport Before Report is a praiseworthy approach to evaluation that can only strengthen our student/staff/administration relationships. Bi-monthly assemblies to applaud excellence creates positive outcomes among our students and staff as well as throughout our school.

Mr. Polansky's and other administrators' visibility throughout OC is a long-time, well-accepted example of best practices which improves and encourages us all. Initiating Calm.com is a creative approach to allow an alternative approach to self-learning and improvement. Connections to local, state, regional, national, and local educational groups serve to improve communication and make us better. Consciously working on growing reciprocal respect among students, staff, and administration is also a worthy goal from which our entire society could certainly benefit.

II-A. Environment: The Superintendent-Director, with assistance from the administrative staff, implements processes to assist and support auxiliary staff in keeping the campus clean, inviting, and safe. All involved take personal responsibility for its care. Anyone who enters the building and grounds can attest to the cleanliness and good shape of an older facility.

Mr. Polansky expects that all student and staff treat each other with respect. He invests his time and effort in educating all and advocates high expectations for student behavior. This is established through school wide assemblies, staff workshops, and professional development.

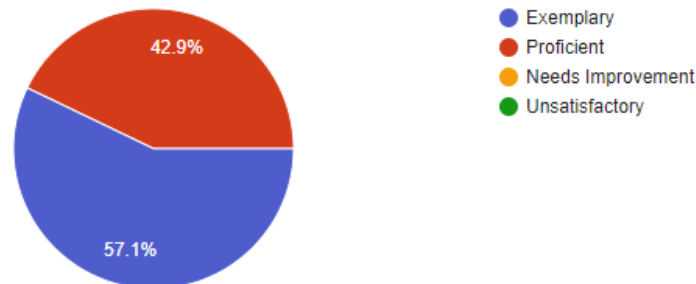
II-B. Human Resources Management and Development: This school year, hiring the most qualified and talented teachers was a high priority for Mr. Polansky. He invoked the assistance of his colleagues to find qualified and experienced educators. He ensures new hires support the district's mission and vision. This has resulted in a cohesive academic/vocational staff and support personnel. Mr. Polansky is actively involved in growing the staff and prepares qualified individuals for advancement in the educational field by introducing them to career growth opportunities.

Old Colony is like the "Cheers" of schools. It's the place where everyone knows your name and you are always welcomed. It is an accepting, respectful and safe environment. OC will find a way to celebrate the student or staff member, it's difficult to fly under the radar because someone is paying attention and more importantly cares. That should never be taken as a given in education. The effectiveness of initiatives like "rapport before reports" is better made by the administrators and participants than I but I do think it shows we are giving new staff the support and tools to excel. Encouraging potential school leaders to take "leadership" training is sound management in any institution; succession of the next generation should be led by the current outstanding leaders. I don't think we lose staff due to their displeasure over work environment; it is typically due to retirement or money. Unfortunately, we can't always control the money aspect of job dissatisfaction.

Standard III - Family and Community Engagement: 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.

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Comments pertaining to Standard III:

The superintendent is involved with a large number of organizations that promote and improve Old Colony. Families actively participate in activities and are kept well informed about student progress. The reputation of Old Colony was and continues to be high both by students, parents, and outside organizations as a result of the efforts mentioned above.

III A and B: Family and Community: Engagement and Sharing Responsibility

Mr. Polansky has established a comprehensive communication process that ensures an open and collaborative flow information which makes certain that people feel comfortable expressing themselves. Communication to and from families and community stakeholders are securely in place and make sure that parents and community members are fully informed. Building an administrative team in which he and the committee can have confidence, strengthens our school and community. Weekly/monthly meetings where struggling students are identified and tracked help ensure their success while helping to improve them and Old Colony. Sharing these responsibilities among team members helps build trust and interpersonal/professional confidence that OC can handle challenges when they arise.

Identifying and applauding excellence, whether in students or staff, helps build a family-like environment where everyone can feel comfortable to take sensible risks for the betterment of us all. Mr. Polansky has initiated and oversees many such programs; I can see from year to year that these and additional programs help make us more connected with one another and a better school.

III-A. Engagement: Several approaches are used by the Superintendent-Director to engage all families allowing them to be a partner with the school district. Mr. Polansky has established strong ties with community organizations and businesses to maximize involvement in district effectiveness. He serves on many boards and committees giving Old Colony RVTHS visibility locally and around the State.

III-B. Sharing Responsibility: Mr. Polansky is a hands-on leader who provides student and family support on an individualized level when needed. He empowers administrators and specialized staff to ensure families receive the necessary resources that support student learning. He ensures clear expectations are set about student performance and that they are communicated by the administrative team effectively to families.

Providing opportunities to be engaged and to understand the expectations of responsible participation in daily education or extracurricular activities is shared with both student and families through a variety of means as demonstrated in the supporting documentation. I believe that most families understand that the school administration is their partner in ensuring their child's success at Old Colony. The Superintendent-Director's level of engagement with professional affiliations while admirable has the potential to become worrisome especially in light of a MSBA project. Serving on multiple boards does the profile of Old Colony well but the Superintendent-Director may suffer from being stretched too thin.

Aaron's enthusiasm and outreach to communities, particularly with the MSBA project, exemplifies his devotion to OC, students, a learning environment, and the member towns.



Comments pertaining to Standard IV:

The superintendent always maintains a professional culture at OC. He communicates and explains his goals and actions from renovations to the school to policy enforcement or development to all levels at the school and in public forums. No one should feel they have not received all sides of a proposal.

IV. Professional Culture: Communications and Shared Visions

Mr. Polansky's communication skills are far superior to those I've witnessed from superintendents in my years in education. Whether it be in letters and presentations to our OC community members, state reps and senators, school committee members (individually or collectively), handling impromptu, off-the-wall questions anywhere (including parents who will accept no other answer than the one they believe to be true), in front of a room full of stakeholders dealing with almost any question (budget wise

and otherwise), in a prickly subcommittee meeting, in front of persnickety settings of another town seeking membership in our region when they did not wish to listen to us, or in front of a full Town Meeting, Mr. Polansky's communication skills are truly exemplary. Not only are his words right on point, but his unfailingly polite, respectful, informative, and often humorous tone almost always wins the day. No one can accuse him of ever taking an incendiary or negative tone with anyone. That is just not Aaron, and yet, when necessary, he is easily able to stand up for himself and, more importantly, Old Colony.

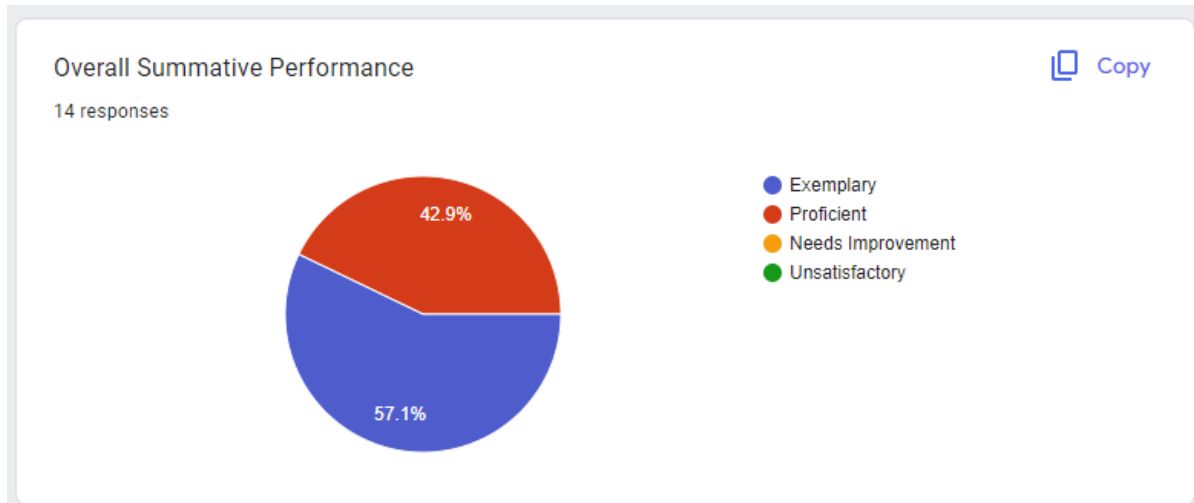
Aaron walks his talk in an honest, forthright, and transparent manner. He always offers to sit with anyone who has a question and will do his best to explain and/or find the needed answer.

As for knowing, communicating, and bringing others to understand, accept, and support his vision for Old Colony, this is clearly one of Mr. Polansky's strongest qualities. Through a veritable maze of timelines and deadlines, he has led us successfully through potentially lurking MSBA entanglements, so that we are now on the brink of reaching our first major goal: launching our long-sought feasibility study, allowing us to work to identify and agree on what our future needs are. THIS has been much of his vision for the last several years, and, thanks to a great deal of time and effort on Mr. Polansky's part, we are on track to get our project off the ground.

IV-C. Communications: This is an area where Mr. Polansky excels. He has strong interpersonal, written, and verbal communication skills. He demonstrated this recently through his outreach to town residents about the importance of supporting a feasibility study for the school's MSBA project. He put in endless hours reaching out to the many stakeholders in all five member towns.

IV-E. Shared Vision: Through multiple social media outlets and personal contact, Mr. Polansky leads administrators, staff, students, and families to develop and embrace a shared educational vision. This is evident through the newly designed school website outlining the MSBA program and Old Colony's vision for the future.

Communication is a strong point for the Superintendent-Director. He is well verse in multiple platforms and uses each to spread our message. His communication is clear and direct. Opportunities to ask questions or follow-up on communications are typically provided. He is always open to suggestions on changing verbiage within a message. Specifically, with regard to the MSBA project to date I cannot imagine a single misstep taken. Aaron's ability to communicate effectively with all interested parties, including state, town officials, residents etc. resulted in an overwhelming positive experience at each town meeting. His efforts could be a textbook example on how to get it done.



Comments pertaining to Summative Performance:

Superintendent Polansky is an excellent man, amazing role model and a pleasure to work with.

I am new to this committee.

V. Summative Evaluation:

Considering that COVID and MSBA have been very time-consuming issues over recent years, Mr. Polansky has done a remarkable job of leading and helping to keep students, staff, the school committee, and the entire OC community on track of an overwhelming number of important issues. He made certain that our budgets, materials, and staff were in place during very difficult times and sought out many alternative revenue sources, while educating all of us about OC's new vision for our future. He identified our MSBA objectives and made sure needed deadlines were met.

While all schools had to deal with COVID transitions, few had the additional burden of making sure we met our MSBA application requirements and the local political challenges, all of which made Mr. Polansky's job even more demanding. He handled his responsibilities with his usual skill, caring, and can-do approach.

I look forward to working with Mr. Polansky on bringing a "new" Old Colony into our community in the next few years.

Your commitment and effort shows.

Mr. Polansky is an effective leader and has built a strong leadership team who support the district's vision and its commitment to students. He has the skills, knowledge, and self-confidence to make critical decisions on behalf of students and staff. He spends endless hours ensuring that a positive message about Old Colony RVTHS is heard by all stakeholders.

Mr. Polansky has represented Old Colony RVTHS through speaking engagements at the national and local level. He presents at national conventions showcasing his work and that of his staff. He maintains a strong presence at the State level by serving on various boards and committees.

Mr. Polansky is a strong advocate of inclusiveness and equity for all students and staff within the school environment.

I appreciate the work that Mr. Polansky has done for Old Colony RVTHS. He is always working toward bringing the school to the next level whether it be academically, vocationally or improving the school building. He doesn't shy away from a challenge and gives his all to the school and its community. He is most deserving of an exemplary rating.

Please notice that this year I used the exemplary rating for several of the standards which goes to the previous years' comments when I was more apt to use the proficient rating. Using exemplary too frequently does not provide opportunity to showcase the truly exemplary, a pivotal moment in time. Proficient is a wonderful score and should be celebrated. I am torn between the overall summative rating of exemplary and proficient. You have taken Old Colony to a place that few could imagine and that is exemplary. It is however a rating that will be difficult to sustain. Extraordinary can become ordinary very easily. Where does ratings go from there?

Aaron is an exceptional dedicated leader. I often wonder how he does all he is asked to do.

It's been a pleasure working with Aaron as usual has incredible drive to make the school district the best that it can be. I believe that the school building project is really going to put him to the test however I'm sure that he can handle anything that is thrown his way. He has great leadership skills always tries to stay a step ahead of anything that he is taking on. I've said this many times this is the person you want steering the ship.

Overall, the number of times that Old Colony, its students, and its faculty & administration are mentioned very favorably by the member towns and in the news is a measure of an organization whose community and leadership excel beyond the simple measures of these evaluations. For example, at recent town meetings, the member towns voted unanimously (or almost so) to underwrite OC's financial initiative to expand the physical plant, curriculum, and student body. This is an overwhelming endorsement of Old Colony and what it does for students and gives to the communities.

Are there areas of focus you would like the Superintendent-Director to consider as part of the Goal-Setting process for 2023-2024? If so, please share.

Superintendent Polansky is already focused on our needs, especially with all our feasibility needs that were passed by all five towns - as of last evening. Incredible job!

Continue to work towards renovating and expanding OC in order to provide additional opportunities for students. Work with the state education department to design an admissions policy that does not exclude qualified students because of a quota or lottery.

Continue the work on the MSBA project Update the District Improvement Plan for 2023-2026