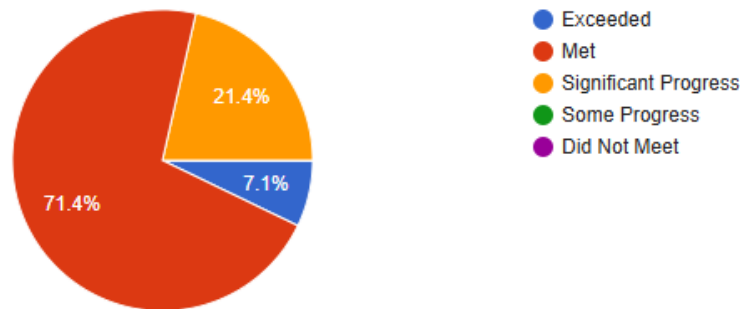


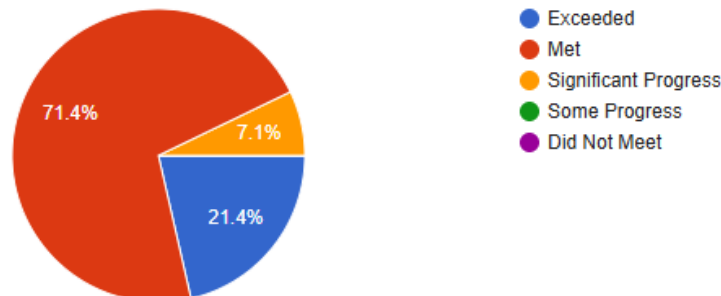
**Old Colony Regional Vocational Technical High School
2024-2025 Evaluation of the Superintendent-Director
Responses from 14 members of the District School Committee**

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

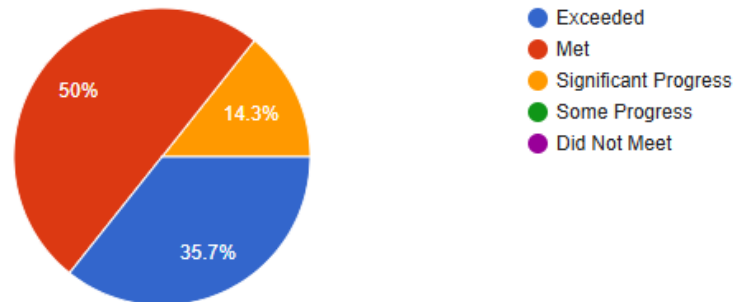
Professional Practice Goal: Work to expand my understanding of Artificial Intelligence and the benefits and risks associated with implementation within the field of education. Learn with a team of 7 staff members (2 administrators and 5 teachers) to build a deeper understanding of the implications of Artificial Intelligence use in an educational setting through participation in Artificial Intelligence professional development cohort offered by the "Day of AI" non-profit organization.



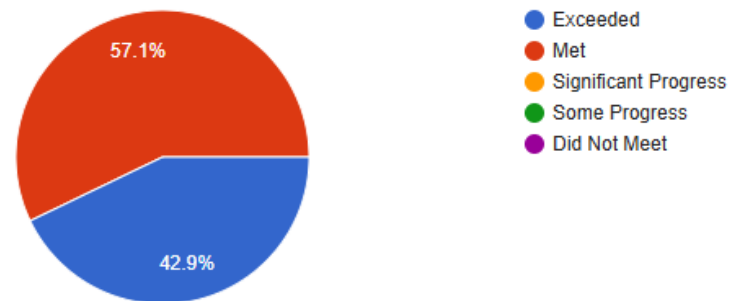
Student Learning Goal: Work with the Old Colony Leadership Team to address calibration of teaching and learning (T&L) expectations on a school-wide level through learning walks and discussion of the evaluation process at Thursday Morning Administrative Team meetings and our one to one planning meetings. Develop a focus in alignment with the 2024-2028 District Improvement Plan.



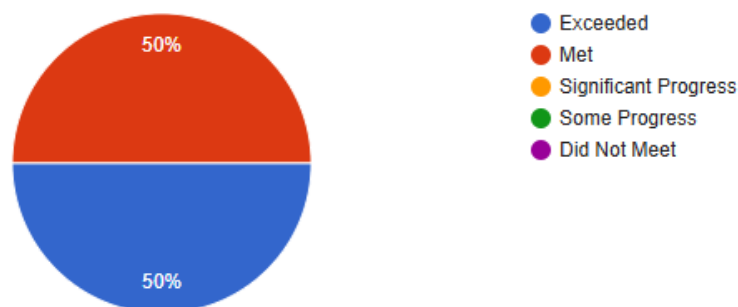
District Improvement Goal 1: Meet weekly with new administrators to ensure support during acclimation. A shared agenda will guide meetings. Minutes and action items will be established. Meetings will provide an opportunity for celebration, trouble-shooting, and ongoing support and conversation.



District Improvement Goal 2: Nurture Old Colony relationships with municipalities, local and state government, legislators, and community groups through regular discussion, communication, advocacy, and information sharing.



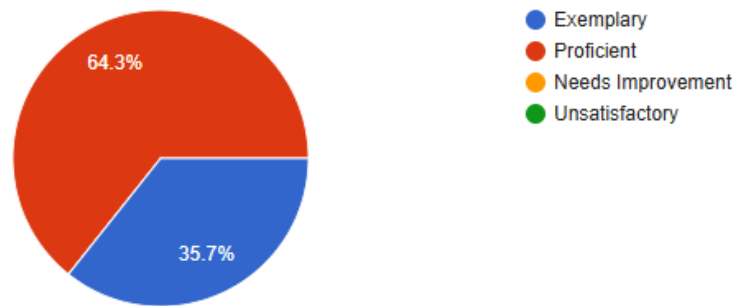
District Improvement Goal 3: Work collaboratively with our OPM (PMA), Architect (HMFH), Old Colony Building Committee, Old Colony School Committee, Old Colony Staff, and Old Colony Community to promote the ongoing progress related to Old Colony's participation in the MSBA Grant Program.



This section will be used to assess the Superintendent's performance in Standards I-IV for the 2024-2025 school year.

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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.



Comments pertaining to Standard I:

In reading this section, I was struck by the word “plethora”. It is well demonstrated throughout the evidence presented in this section from the efforts made to onboard new administration and staff to the efforts made in bringing about a shared and unified vision of an Old Colony education. The plethora of opportunities is exhaustive and hopefully, not too exhausting for all involved. The effort is validated by the vision and implementation we witness daily.

I-B. Instruction: Through weekly scheduled meetings, Mr. Polansky ensures administrators are providing valuable feedback to instructors to promote high quality instructional practices. High expectations are conveyed through self-modeling and empowering administrators and instructors to enhance their teaching through quality of effort and work. The Superintendent-Director emphasizes the importance of collaboration between the Guidance Department and Special Services Director to help address appropriate teaching practices to meet the diverse learning needs of all students. He collaborates with the Vocational Director to allow the CTE departments time to build curriculum for the revised DESE Vocational Frameworks necessary to ensure all students develop the skills needed for their future.

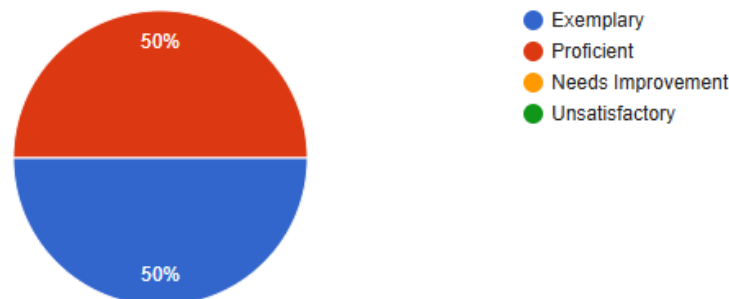
I-D. Evaluation: A meticulous plan was created by the Superintendent-Director to observe administrator practices during teacher observations. Regularly, he engages with the Administrative Team to discuss the evaluation process, share best practices, and discuss challenges administrators face in their respective roles as evaluators. Would like to hear about the evaluation techniques used by the Superintendent-Director when evaluating the administrative leadership.

I think that Aaron, based on our monthly meetings, shares with us his goals for encouraging staff to excel in their knowledge and to pass it on to the students so they become stronger independent thinkers that will translate into real world additions to their future employers. Aaron has done a great job for the school

This year has been marked by thorough oversight of instruction, with a strong focus on both academic and vocational excellence. Department planning was intentional and strategic, with regular meetings that fostered collaboration and alignment. Clear goals were set and consistently pursued, ensuring that teaching and learning remained focused, purposeful, and responsive to student needs across all areas of study. The volume of work completed for the vocational frameworks was enormous and completed with continued dedication.

See overall summative section, please.

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.



Comments pertaining to Standard II:

The consequences and success of Section I: Instructional Leadership are manifested throughout this section. Those consequences are showered upon the beneficiaries: the students and staff. The “unified” vision and opportunities to thrive are clearly communicated to the students and staff. Because of the nature of a shared vision, opportunities to thrive are also shared with parent/guardians, residents and community leaders. The only obstacle to an exemplary rating is MY belief that complacency can come where and when you think that the current situation is so good that it cannot be made better.

Aaron excels at support for all students and OC faculty and staff. His personal management effectiveness and that of his support staff, under his leadership, is always visible and a significant reason that OC is a desirable school and recognized as such.

II-B. HR Management and Development: A unified approach was used by Mr. Polansky during the hiring of 15 new staff and support personnel this year. Meaningful training is provided to set everyone up for success and they understand the district's mission. Within the school, he identifies future leaders and provides them opportunities to attend the next level of training to prepare them for future assignments. He partners with other professionals to bring quality administrators and educators to the District.

II-D. Laws, Ethics, and Policies: Processes are in place for dealing with sensitive legal issues. Mr. Polansky provides resources and support to personnel to assist with compliance of state and federal laws, collective bargaining agreements, and school policies.

II-E. Fiscal Systems: Although this year's budget process was very challenging, Mr. Polansky and his team formulated a fiscally responsible budget for FY26.

Scheduled meetings with Town officials and finance committees were conducted to clearly communicate the school's rationale and goals for the upcoming school year. He listened to these stakeholders and made adjustments from the feedback he received.

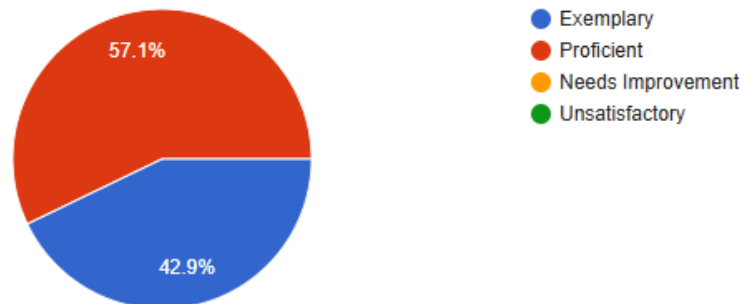
It's all about team work and Aaron understands that they all need to work together and he promotes that in order for the staff and students to be successful.

A fantastic job was done managing the new administrative staff. It appears to be virtually seamless transitions, strong leadership, and a renewed sense of purpose evident from day one.

This marks the beginning of a new era for our school, filled with energy, collaboration, and a shared commitment to excellence. This year brought significant challenges, including unexpected legal expenses and major costs related to new building projects. Despite these hurdles, every decision was approached with thoughtfulness, care, and professionalism. Through sound judgment and steady leadership, we navigated a complex year while keeping the long-term vision and integrity of our school at the forefront.

See overall summative section, please.

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.



Comments pertaining to Standard III:

The level of Aaron's engagement cannot be overstated and is again well represented by the evidence in this Section. Yet, what is missing here is the depth level of the engagement Aaron has taken upon himself as he acts as an advocate for vocational education and future OC students in the state battle over admissions. He has been faithful to and diligent in his message and its delivery, regardless of what the futility of efforts or preconceived notions of outcome may be. This uphill battle could deflate the energies of any advocate. While disappointed in what now appears to be the outcome of this hot button issue, Aaron remains optimistic in making the outcome work in the best interests of the Class of 2023. as the future unfolds, additional energies may be required to maintain this standard.

Aaron displays and uses the highest standards engaging outside organizations and businesses to the benefit of OC students and the welfare of the school. This has become most evident during the quest for "OC- version 2," which means new facilities, modern infrastructure, and expanded curricula to benefit the five member towns and the overall economic region.

III-A. Engagement: Mr. Polansky is highly successful at establishing strategic partnerships with community organizations, community members, and local officials in order to maximize involvement in district effectiveness. This is significantly important for the success of Old Colony's advancement through the MSBA process. He spent a considerable amount of time developing these relationships with all stakeholders. He continually works to strengthen and expand partnership to maximize involvement. I commend Mr. Polansky for his willingness to service on the executive committees of MAVA and MASS and for his advocacy to protect existing admission policies.

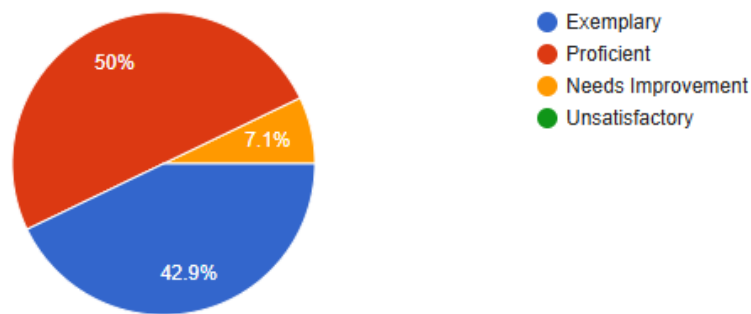
III-C. Communication: Many examples were shared showing Mr. Polansky's ability to empower administrators, teachers, and support personnel to engage in two-way communication without fear of judgement. He provides them with the necessary tools to effectively communicate with

families about student learning and performance. He is a strong advocate for transparency and commands professional poise when handling difficult situations.

The continued development of our school within the community has been both encouraging and inspiring. We've seen steady growth and increasing interest from students across the district. These are clear signs that our programs and mission are resonating. Throughout this progress, Aaron remained committed to transparent communication, keeping our member districts well-informed about the new building project and its role in shaping the future of our school.

See overall summative section, please.

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 district wide culture of reflective practice, high expectations, and continuous learning for staff.



Comments pertaining to Standard IV:

Negotiations

Aaron presents in a manner which he places a great deal of importance on continuous learning. He also believes in reflective practices in order to self-evaluate he offers opportunity to share these expectations with staff.

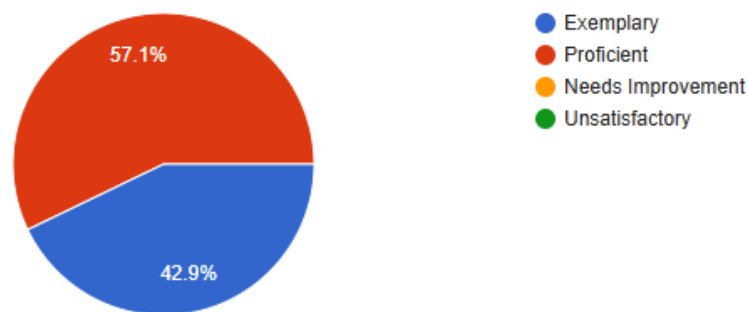
As a member of the school committee, particularly with membership on the budget subcommittee and chairing the school building committee, I bear constant witness to Aaron's unending efforts to provide clear and transparent communication. He does not shy away from any opportunity to reach out and keep others informed. He is thoughtful in his choice of words and actions. No individual, deemed by others as insignificant or of so little influence is viewed as an unwelcomed audience for Aaron's narrative of our mission and vision. He shares his attention, regardless of how busy he or his plate may be, with all who are interested.

Aaron takes a leadership role guiding, supporting, and encouraging the Old Colony Educational Foundation as it honors and supports our students & graduates, faculty & staff, and business & society leaders for their contributions toward a healthy, caring, and productive community.

IV-E. Shared Vision: Mr. Polansky has a keen sense and strong aptitude when developing important relationships with staff and community stakeholders. Most important to him, is a shared voice and psychological safety for everyone who wants to share their ideas. He has shown his commitment to building relationships through meeting with leaders in member towns, advocating for Old Colony with local and state legislators, and providing testimony to the MA Board of Elementary and Secondary Education. Through his efforts, he champions school and community members to pledge and embrace a shared educational vision around student preparation for postsecondary education, career readiness, and community contributors. This is recognized through his approach to the district improvement plan, MSBA visioning, and curriculum planning. We are fortunate to have a Superintendent-Director who is compassionate, dedicated, and works hard for the betterment of the School District.

See overall summative section, please.

Overall Summative Performance



Comments are recommended for any rating, but are required for an overall summative rating of Exemplary, Needs Improvement, or Unsatisfactory. If you have additional information you would like to share with the Superintendent relative to his/her performance, please use the space below to offer these insights. Your feedback is greatly appreciated and (positive or constructive) is often times the most helpful part of the evaluation process.

- Developed a better understanding of the benefits and risks associated with the use of Artificial Intelligence in education.
- His coaching of new administrators was evident in the cohesiveness of the administrative team and their ability to handle difficult situations.

- Developed school-wide evaluation techniques to calibrate teaching and learning expectations.
- Was invited to attend high level meetings with decision-makers at the local and state level. Mr. Polansky is well respected by his colleagues and his professional opinion is sort out by others.
- Creates various means of communication through social media, presentations, and written communication to keep everyone informed about educational opportunities, success stories, and the progress of the new school project.

Since I've been on the School Committee and have gotten to know Aaron both Personally and Professionally he really understands his Strengths and Weaknesses and he continues to work on himself through Seminars and Trainings so he can excel and be a leader to look up to and respected. He's very open, honest and takes whatever criticism thrown his way and uses it constructively to build upon. I think OC is Blessed to have someone like him to lead the way forward he sees the big picture of what the future could be for the School.

Superintendent Polansky has met all of his goals and performed proficiently in all of the categories listed. He has communicated and provided evidence in all areas and offered ample opportunities for questions and comments.

This year has been a testament to strong leadership, resilience, and a clear vision for the future. There has been notable proficiency in instructional development, staff growth, and administrative advancement. I, personally was impressed with the administration and each demonstrating a deep commitment to excellence. The school has been exceptionally well maintained, even while leading the charge on a major new building project. Despite facing significant challenges, including staffing transitions and some legal matters, Aaron's response was marked by professionalism, integrity, and determination. The ability to rise above these obstacles while continuing to move the school forward reflects an exemplary level of dedication and capability. The trust he has fostered within the member districts will be of great value with the economic changes happening at the same time as our school building project.

1. Given the complexity of the AI topic, I must commend Mr. Polansky for jumping into the mix from the beginning, both in order to stay as ahead of his own need to learn as well as his responsibility to lead his staff on this vital topic. Having said that, I worry about the potential negative/dangerous elements in using AI in our schools. I recently heard a radio report that there have been two AI programs that have "refused" to shut down when their engineers directed them to do so. Further, it was reported that the AI programs actually blackmailed one of its engineers about a potential affair he was having. IFF these programs become sentient beings, the use of AI in schools and anywhere else could be fraught with all sorts of potential dangers. On that point, I would like to caution Mr. Polansky to study that potential danger and put it at the top of his list of educational topics of study.

2. Leadership/calibration of Teaching and Learning: It is clear to me that Mr. Polansky takes his role as educational leader very seriously and works harder than any other superintendent I've known to create a leadership team that understands the importance of its role in supervising the quality of instruction within Old Colony. Recently, I had the chance to hear from three of our first-

year leadership team members speak to our committee to describe what their first year was like. To say I was impressed is to put it mildly, and it should be noted that Mr. Polansky is responsible, not only for their hiring, but also for organizing an understandable leadership program that each of them will understand and support. In short, it appears to me that each member of our leadership team is on the same page and comprehends our educational goals equally well. This is particularly visible when you consider the increasing challenges all of education faces today, along with specific challenges OC has faced this year as well. From my position, it appears that the OC staff, Admin team and faculty alike, seems to have been drinking from the proverbial firehose of information and responsibilities, and has successfully handled each event and member of our community with skill, caring, and respect.

3. Goal 1: Education has recently become a bit of a battlefield in general, and, sadly, OC has been no exception. Mr. Polansky's organization of his admin team helps them all become more pro-active as issues arise, along with their abilities to keep their students' needs, individually and collectively, very much in the forefront of the team's goals. In short, through his hiring, training, encouragement, example, and genuine caring for all people, he has led positively by example to make Old Colony a better school every single day. In particular, Mr. Polansky's philosophy of "Rapport before Report" illustrates his genuine caring for everyone he meets. Kudos to you, Mr. P, and the rest of your team, both admin, faculty, staff, and students!

4. Goal 2: Mr. Polansky has many strong points in his character and personal make-up. However, perhaps the two strongest elements that define Aaron Polansky is his unmatched and powerful work ethic along with his honest and transparent approach to every task he undertakes. He may not be perfect, but he strives to reach for it every day, especially in his dealings with every person he encounters: students, parents, staff, faculty, admin team, community members, and local, state, and national government leaders. Aaron's approach is genuine; that's just who he is...what he believes, and it serves us ALL very well.

5. Goal 3: Being a superintendent these days is the very definition of a difficult and challenging job. However, given the fiscal, physical, educational, and equipment needs of Old Colony, it is almost impossible to imagine any superintendent being able to take on what seems to be one more monumentally full-time job on top of that. However, that is exactly what I believe Aaron has done for the last year-plus. As Old Colony is showing its fifty-year wear in many places, because we have had to postpone maintenance due to inadequate budgets. Aaron initiated a powerful building program that has us on mark to build our much-needed replacement for our present building. In this political and fiscal climate, I fear many superintendents would balk from taking on such a task, but not Aaron. Hard work and challenge are among his middle names! Day after day, week after week, month after month, Aaron has taken on whatever the challenge of the moment was and has torn into it, knowing that not to do so, would be short-changing the educational opportunities of our Old Colony's community. Aaron works extremely well with our construction partners, whether it's our project managers (PMA) or our architect (HMFH). Mind you, much of what he confronts on a daily basis on our building project is not what superintendents learn in "superintendent school." Nonetheless, at every turn, either Aaron dives in and gets the job done

or finds the appropriate person or group to help complete what needs doing. As with our students and staff at OC, Aaron seeks to create solid, genuine, caring relationships first, works his heart out to resolve the inevitable challenges that happen...and then, just makes sure the job gets done!

6. Standard I: The above-described process is clear and accepted by all members of the process, as far as I can see. It's based on solid educational and evaluation data. The "Rapport before Report" approach to such visits, where goals are clear, fair, and agreed-upon make the process effective and positive for all. Having been involved with other evaluation systems, I like this one much better, and again, thank you to Mr. Polansky, who is responsible for establishing such a successful evaluation system.

7. Standard II. Management: Aaron has such a firm grasp on his educational protocols that he can easily handle supervision of so many new members of our admin team. How he handles such a busy schedule is far beyond me, but he does, and always with a genuine smile on his face and in his heart...for all.

8. Standard III. I cannot imagine anyone having a better grasp and communication with all elements of our educational community. Using Facebook, direct emails to homes and governmental officials, and the community at large has helped to keep all members involved and informed. Aaron always is ahead of an issue, making sure that those who need to know something, know it. Once again, he is certain to be both honest and transparent in his communications and intentions.

9. Standard IV. As we know, communication is so key in any successful school environment. I know that Aaron often shares his personal phone number to OC families and member town community/governmental leaders. He talks the talk and walks the walk, when it comes to being up-front, honest, and reachable when it comes to communication. One example which will illustrate his commitment to the importance of communication: There was a contract matter that was time-sensitive around the holidays, and, in order to make the required deadline, Aaron arranged the needed meeting for the day before Christmas. The timeliness issue was resolved, despite the inconvenience of his having to leave his family and meet the group at school while it was closed for the holidays. Aaron is a true believer in the value of communication on all levels, be they with students, parents, staff, faculty, administration, town and/or state government officials...or just anyone who wishes to discuss a topic of importance to them and our school. He makes himself available...whenever, wherever! He wants to hear your opinion. Aaron puts in innumerable hours, making sure that Old Colony is heard by those who need to hear us, from the most local citizen all the way to our governor, and on many boards in between. He spends countless hours making sure that the school construction funding source (MSBA) has every scintilla of information/evidence to support the need for building a new model of OCRVTHS...no small feat. In that sphere of communication are many people with whom he must discuss multiple issues of the day: students, teachers, administrators, parents, town administrators, etc. That doesn't slow Aaron down one bit. He seems to feed on communication with others. I don't know

when the man sleeps!! The way Aaron does his job requires much sacrifice, but he's willing to do it, because he knows OC needs it done. Given all that a superintendent must do, Aaron does one heck of a job and almost always in an EXEMPLARY manner!

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Are there areas of focus you would like the Superintendent-Director to consider as part of the Goal-Setting process for 2025-2026? If so, please share.

More public engagement.

As difficult as it is to imagine, Aaron's days will become more hectic as the MSBA project nears its voter decision day. Community engagement will require event participation on an almost daily basis. A successful decision will elevate the as needed demands of conceptual or schematic plans to a constant drumbeat of construction needs, documents and oversight. Navigating those efforts in conjunction with the "routine" administrative responsibilities of a Superintendent-Director will be a daunting. Trusting the administrative team, of which he proclaims his pride in, and delegating where possible will ensure the physical and mental well-being of our Superintendent-Director. Diligence to a balanced day, which includes family, is not a suggestion nor recommendation. IT IS A REQUIREMENT. We, as school committee members need to also take responsibility to ensure that balance is achieved.

A goal for all of us: To focus more on enhanced, closer relationships with industrial and commercial partners and closer ties to higher ed opportunities for students who want that.

- Assessment tools used to measure student learning, growth, and understanding (Standard I-C. Assessment)
- Plans, procedures, routines, and operational systems to address safety, health and emotional social needs of students (Standard II-A. Environment)
- Use of data to make informed decisions about local school district requirements for graduation from high school and the new vocational admission regulations for Old Colony (Standard I-E. Data-Informed Decision-Making Indicator)

I thoroughly enjoyed the presentations from some of his administration team at the May meeting. It was informative and refreshing to hear them express their ideas and enthusiasm for each of their individual roles. I believe that the administrative team's ability freely express ideas and initiatives and are able routinely work collaboratively is paramount to an institution's success. I would hope for more of those opportunities in the upcoming months.

It is essential to continue fostering an inclusive environment for all students and staff. The focus on students' mental health remains an important area of need. Additionally, I am aware that learning walks are emphasized; however, I would like to know what students think about how their teachers and coaches provide feedback. Would you consider conducting anonymous surveys to gather more honest feedback from students?

School Building Project Admin Development

Aaron continues to focus on learning the intricate financing and budgetary complexities thrust by the state onto our local towns and schools. I commend him in his growth and suggest he continue to focus on learning even more.