

TO: Members of the Hopkinton School Committee, Hopkinton Public Schools Staff, Parents and Residents
FROM: Nancy Alvarez Burdick
RE: Screening Committee Activities and Recommendations
DATE: December 20, 2012

I am pleased to report on the activities of the Hopkinton Superintendent Search Screening Committee.

Over the past three weeks, the Screening Committee met on several occasions to review applications and interview candidates for the position of Superintendent of Schools. We were very pleased with the overall quality of the applicant pool. There were twenty completed applications for the position. Over one-half of the applicants were experienced superintendents or assistant superintendents. The candidate pool included applicants from Massachusetts, Connecticut, Maine, New Hampshire, New York, Wisconsin and Vermont.

The Screening Committee reviewed all twenty applications and subsequently selected a number of candidates who were invited to meet with the Screening Committee for a preliminary interview. Following the preliminary interviews, and after much discussion and consideration, the Screening Committee, during its meeting on December 17, 2012 voted to recommend 4 candidates for further consideration by the Hopkinton School Committee.

The candidates, listed in alphabetical order, are:

Mr. Joseph F. Baeta: currently Superintendent, Holbrook Public Schools

Dr. Steven A. Hiersche: currently Interim Superintendent, Hopkinton Public Schools

Dr. Andrew W. Keough: currently Principal, Wellesley High School

Ms. Cathy MacLeod: currently Assistant Superintendent, Easton Public Schools

On behalf of the School Committee and the Town of Hopkinton, I would like to thank the members of the Screening Committee for the many hours they devoted to reviewing applications, interviewing candidates and deliberating during the preliminary selection process. The conversations were lively, insightful and courteous. It was a pleasure to work with this group of truly dedicated citizens.

Respectfully submitted,

Nancy Alvarez Burdick
Superintendent Search Screening Committee, Chair

JOSEPH F. BAETA

EDUCATION

- Pending** **Ed. D Candidate in Educational Leadership**
Northcentral University
Prescott, Arizona
- 2003-2004** **Educational Leadership Course Work**
Bridgewater State College/University
Bridgewater, MA
- 1999** **M.A. in Applied Linguistics**
University of Massachusetts- Boston
Boston, MA
- 1992** **B.S. in History/Secondary Education**
Fitchburg State College/University
Fitchburg, MA
- Licensure* *Massachusetts Department of Elementary and Secondary
Education Licensure as Superintendent/Assistant
Superintendent, Principal/Assistant Principal, History*

EXPERIENCE

- 2010-Present **Superintendent of Schools**
Holbrook Public Schools, Holbrook, MA
- 2009-2010 **Interim Superintendent/Junior-Senior High School Principal**
Holbrook Public Schools, Holbrook, MA
- 2008-2009 **Principal**
Holbrook Junior-Senior High School, Holbrook, MA
- 2006-2008 **Coordinator of Curriculum, Assessment & Professional
Development**
Tri-County Regional Vocational Technical School District
Franklin, MA
- 2002-2006 **Academic Coordinator**
Tri-County Regional Vocational Technical School District
Franklin, MA

- 1998-2002 **History Teacher**
Sharon High School, Sharon, MA
- 1994-1998 **History Teacher**
Bristol-Plymouth Regional Vocational Technical High School
Taunton, MA
- 1993-1994 **At-Risk Coordinator**
Athol-Royalston Regional High School, Athol, MA
- 1992-1993 **History Teacher-Long Term Substitute**
Southeastern Regional Vocational Technical High School
South Easton, MA

RELEVANT EXPERIENCE

- 2010-Present Town of Stoughton School Feasibility Committee
- 2008-Present Town of Holbrook Permanent School Building Committee
- 2007-2010 Adjunct Professor, Fitchburg State College
- 1998-2004 Stoughton School Committee
- 1995-1999 Stoughton Youth Commission Board of Directors
- 2005-2010 Town Meeting Member
- 1994-1998 Town Meeting Member

MEMBERSHIP/AWARDS

- 2012-Present Association of Latino Administrators and Superintendents- ALAS
- 2012-Present South Shore Superintendent's Association-Vice President
- 2010-Present New England Association of School Superintendents- NEASS
- 2010-Present National Superintendent's Roundtable- NSR
- 2009-Present American Association of School Administrators- AASA
- 2009-Present Massachusetts Association of School Superintendents- MASS
- 2009-Present South Shore Superintendent's Association- SSSA
- 2006-2009 Massachusetts Association for Supervision and Curriculum
Development Board of Directors Member (MASCD)
- 2006 Portuguese Heritage Award, Massachusetts State Legislature
- 2002-Present Association for Supervision and Curriculum Development- ASCD
- 2002-2008 Massachusetts Association of Vocational Administrators- MAVA

OTHER

Fluent speaker of Portuguese

RESUME

Steven A. Hiersche, Ed.D

Education: B.A., Westfield State College, Mathematics, 1974
M.Ed., Westfield State College, Secondary Administration, 1979
Ed.D., University of Sarasota, Educational Leadership, 2004

Certification: Massachusetts – Superintendent
Massachusetts – Principal

Work Experience:

2012 – Present

Hopkinton Public Schools, Hopkinton, MA. Interim Superintendent. Working closely with the School Committee to ensure the District continues to progress in all key areas. Working with the School Committee and the Town to establish a process to address a solution for the Center School Building issues. Mentoring new additions to the administrative team and ensuring they have the support they need to continue to enhance their already high-performing schools. Connecting with the business community through the Chamber of Commerce. Helping to develop the new evaluation/supervision model required by the DESE in a collaborative process with Teachers' Association. Providing experience necessary to bring stability to the Hopkinton Public Schools and guarantee the work on the Strategic Plan continues and systems are reviewed for improvement.

2009 – 2012

Framingham Public Schools, Framingham, MA. Superintendent. Worked closely with Town Officials, Town Committees and the School Committee to build credibility with regard to the School Budget through a transparent budget process. Achieved cost savings in an extremely difficult budget cycle through privatization of transportation, negotiated significant concessions with bargaining units, and achieved efficiencies throughout the system resulting in maintaining class size and supports for the classroom. Supported the High Tech/ High Touch classrooms which helped secure technology financing from Town Meeting over the next four years. Strengthened the Principals as the key leadership team to address student achievement through Adaptive Leadership training and on-going professional development. Re-established curriculum and instruction as the most important need addressing increased professional development time and added staffing as Framingham's status as an underperforming district must be addressed. Refocused the district on meeting all the needs of all students in a cohesive way rather than the "silo" approach that was in place. Investigated and developed the International Baccalaureate

Primary Years Program as a turn-around model for one of the underperforming Elementary Schools. Began to address the growing Special Needs population through closely working with the Special Education Parent Advisory Council, building new partnerships, and closely monitoring decisions to ensure decisions are cost effective and provide what children need. Working to build a multi-year budget that will rebuild the system to be sustainable in the future given the financial ability of the community. Gained Town Meeting support for a \$2,000,000 multi-year technology plan to enhance classroom instruction. Presented the community with a thorough facilities plan for the next ten years.

2004 – 2009

Watertown Public Schools, Watertown, MA. Superintendent of Schools. Conducted strategic planning with Community input as the basis for the Strategic Plan. Built a partnership with Dell that provided an infrastructure to support high quality instruction in all classrooms. Built a leadership team with teachers and administrators to provide technological solutions for teachers and students as instruction improved across the district. Focused on curricular and instructional changes to meet the requirements of Twenty First Century Skills. Expanded K-12 opportunities for students and staff in a cost effective way to prepare students to work in a Global Environment. Developed an award winning Robotics Program. Raised scores for all students, utilizing data throughout the system to inform instruction. Built collaborative decision-making teams to take advantage of the expertise throughout the system. Helped two schools in need of improvement to generate the data they need to target the assistance students need to improve. Built a strong supportive relationship with Town Government to provide needed financial support. Negotiated substantive changes in healthcare in all contracts and maintained competitive salary structure.

1999 – 2004

Plymouth Public Schools, Plymouth, MA. Superintendent of Schools. Through the Baldrige in Education Initiative, involved all constituencies in the assessment and planning for the district. Developed a wide range of data tools to target weaknesses in instructional practice and curricular design. Provided teachers tools and techniques to help students take responsibility for their own learning. Transformed a large school district that was very traditional into one of the leaders in the use of technology to support instruction on the South Shore. Developed community support for technology during very difficult budget cycles through creative use of other funding sources and e-rate reimbursement. Developed a partnership with Dell, Verizon, Town Government and Nortel to enhance access to technology town-wide. Worked with Town Meeting members to support budget requests and Capital requests. Designed presentations and

materials that provided clear and understandable budget information to assist Town Meeting and FinCom in their analysis of the annual school budget. During difficult budget cycles presented sound budgets that focused on a commitment to support the classrooms as the number one priority. Built leadership skills in all administrative staff and the school committee.

1996 – 1999

Orleans Southwest Supervisory Union, Hardwick, VT. Superintendent of Schools for six communities. Provided support for nine school boards and 39 school committee members. Designed and implemented a comprehensive evaluation system. Developed on-going initiatives in the following areas: technology, mathematics, the arts, and community partnerships. Provided board support for negotiations with teachers and support personnel in all schools. Provided board support for multiple Town Meetings. Provided fiscal leadership throughout the implementation of Act 60 (property tax reform in VT) and the resulting fiscal uncertainty each town faced. Collaborative staff development planning and implementation to advance standards-based instruction. Built an articulated K-12 curriculum with an emphasis on strengthening academic preparation for students. Collaborated with human services partners to develop a Patch initiative in Hardwick.

1991 – 1996

Edmunds Middle School, Burlington, VT. Principal of a 6-8 urban middle school.

1987 – 1991

Lamoille Union High School, Hyde Park, VT. Principal of a 7-12 regional high school.

1985 – 1987

Merrimack Valley High School, Penacook, NH. Assistant Principal of a 7-12 regional high school.

1976 – 1985

Westfield High School, Westfield, MA. Taught mathematics and computer science to grades 9-12.

Westfield State College, Westfield, MA. Visiting lecturer in the Continuing Education Department.

1974 – 1976

John F. Kennedy Junior High School, Enfield, CT. Taught mathematics to grades 7-9.

Activities and Organizations:

Professional Memberships

MASS

AASA

ASCD

Chamber of Commerce Hopkinton

Professional Activities

MASSCUE

ACCEPT Collaborative Board

TEC Collaborative Board

Andrew W. Keough

25 Great Rock Road
Sherborn, Massachusetts 01770

2007-Present Wellesley High School Wellesley, MA

Principal

Experience

Educational leader of staff. Responsible for management of 1350-student school with over 130 teachers and staff members. Responsible for hiring, supervision, evaluation of all high school personnel. Responsible for the development and oversight of a \$12.4 million budget. Maintained/developed an exceptional instructional program that meets a variety of student needs while emphasizing high academic achievement (SAT results among highest in Massachusetts). Ensured successful leadership of a variety of initiatives and activities associated with improving the school. Full participant in the design and development of \$120 million dollar, 280,000 sq. ft. high school directly adjacent to existing building.

2003-2007 Medfield High School Medfield, MA

Principal

Educational leader of staff. Responsible for management of 892-student school with over 80 teachers and staff members. Responsible for hiring, supervision, evaluation of all high school personnel. Responsible for the development and oversight of a \$4.1 million budget. Maintained/developed an exceptional instructional program that met a variety of student needs while emphasizing high academic achievement (Named *Blue Ribbon School* – 2008 - one year after my departure). Instituted Senior Projects and Math Lab. Led high school construction project and coordinated building swap. Increased AP offerings and electives. Led five and seven year review for NEASC. Improved communication with parents and community via a monthly newsletter, Principal's (electronic) Newsflash, and Principal's Coffees.

1999-2003 Hopkinton High School Hopkinton, MA

Assistant Principal

Responsible for day-to-day management of school of 800 students. Responsible for recruitment, hiring, supervision, evaluation for three departments (Math, Wellness and Special Education). Co-chair of 2001 Building Transition Committee, supervisor of Senior Projects program, co-chair of New Teacher's Academy, Hopkinton 2001 Committee.

1995-1999 Blackstone-Millville Regional Middle/High School Blackstone, MA

Assistant Principal

Responsible for day-to-day management of school of 850 students grades 7-12. Managed all student discipline, attendance, student activities, and transportation matters. Responsible for recruitment, hiring, supervision and evaluation of faculty and staff. Developed School to Career and Tech Prep programs, and served on Youth Center Board.

Teaching Experience

1991-1995 Milford High School Milford, MA
1988-1991 Douglas Memorial High School Douglas, MA

Education

2002-2005 **Boston College** Chestnut Hill, MA
Doctor of Education-Educational Leadership - MA License-Superintendent of Schools
1992-1994 **Framingham State College** Framingham, MA
Master of Arts Public School Administration - MA License-Principal Grades 9-12
1989-1991 **Framingham State College** Framingham, MA
Master of Education Moderate Special Needs - MA License-Grades 5-12
1986-1988 **Northeastern University** Boston, MA
Graduate Program in Secondary Education - MA License -Social Studies Grades 9-12
1980-1984 **Roger Williams College** Bristol, RI
Bachelor of Arts Major: History Minor: Psychology

Other Experiences & Interests

NEASC (New England Association of Schools and Colleges) - two years on Commission and on four visiting teams, Sherborn School Committee (1998-2001), Chair of MIAA-District C Athletic Committee
Member of MSSAA, MIAA, NASSP, ASCD – (presenter at national convention)
Travel, Music, Boating, Writing, Pottery, Carpentry

Mrs. Cathy MacLeod
Millis, MA 02054
cthmclid@gmail.com

EDUCATION

Doctoral Candidate, School of Education, Boston University, Boston, MA

(Expected Date of Completion: May 2013)

M Ed Educational Administration

The College of New Jersey, Ewing, New Jersey

MA Applied Child Psychology

University of Guelph, Ontario, Canada

BA Elementary Education

Brock University, Ontario, Canada

CERTIFICATION

Superintendent/Assistant Superintendent Massachusetts Department of Education

PROFESSIONAL EXPERIENCE

Easton Public Schools Easton, MA

- Assistant Superintendent
 - Responsible for Curriculum, Instruction, Professional Development, Grants and Accountability

Pembroke Public Schools Pembroke, MA

- Director of Literacy and Title One
 - Responsible for facilitating the development of a K-8 literacy framework including a tiered assessment and intervention plan and professional development.
- Elementary School Principal (Bryantville Elementary School)
 - Responsible for the educational leadership and building management of a K -6 school of approximately 820 students and 60 staff members.

Bridgewater School District Bridgewater, NJ

- Special Education Supervisor
 - Responsible for staff supervision, special education program development and staff professional development in eight elementary schools.

Montgomery Township School District Skillman, NJ

- Classroom teacher and team leader