

Standard I: Instructional Leadership

Evaluation = Proficient

Comments: SC members noted specifically the shared vision crafted through close collaboration with the Leadership as well as Dr. Kingston's use of his blog as a tool to communicate this vision outside of the school walls. Of note was the ongoing honing of the Educator Appraisal system – also through a collaborative process with the BEA -- and the focus on improvement plans for individual educators.

Standard II: Management and Operations

Evaluation = Proficient

Comments: SC members believe that the modeling groups have provided a much needed structure for real town-wide, long-term planning. Dr. Kingston's adept management of issues such as every increasing enrollment, mandates that are almost universally unfunded and an ever changing financial landscape have served Belmont well.

Standard III: Family and Community Engagement

Evaluation = Proficient

Comments: SC members agreed that the inclusion of parents and community members in the modeling groups has opened up a positive means of including others in planning. Strengths include the Superintendent's active collaboration with town departments, the FBE; honest and open conversations with the BEA and his presence in the schools for many events is evidence of his ongoing connection to the BPS. While noting that this has been an area of growth for Dr Kingston it is also an area where some consider more can always be done.

Standard IV: Professional Culture

Evaluation = Needs Improvement

Comments: Noted strengths are Dr. Kingston's on-going communication with staff, walk-throughs in school buildings for observation and support as well as continued investment in PLTs and staff development. Reference was made as well to the work Dr. Kingston has done with the BEA around the educator appraisal system on ensuring evaluations are meaningful for staff in their own development and the outcomes for their students.

Concern was raised however, regarding administrative handling of the Boxer Run and belief that this was not respectful of diversity and tradition, in a way that had a negative impact on students. And, as with Family/Community Engagement there is always room for growth.

GOALS**Goal I: Professional Practice**

Evaluation = Progressing

Comments: Dr. Kingston's work with NSIP and experience as a seasoned administrator will, it is hoped, lay some groundwork as we bring in a new Superintendent.

Goal II: Student Learning

Evaluation = Progressing

Comments: The calibration of observational practices, from all reports, has begun and continues to happen. Dr. Kingston has been able to "walk the walk" and made his own interactions with staff serve as models for their efforts in working with their own reports. That this is occurring across the whole Leadership Council is excellent, and our district will be better for it moving forward.

Goal III: District-wide Goal

Evaluation = Progressing

Comments: the fact that seven of the initiatives have been completed and that under Dr. Kingston's leadership we have been able to meet additional demands is evidence of progress. Also noted was that the challenges are being met not solely by Dr, Kingston but in a collaborative effort by staff across the system – a sign of effective leadership