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HUMAN RESOURCES

**Evaluation of the Superintendent**  
**By the Lexington School Committee**

**July 12, 2009 through March 1, 2011**

**Superintendent: Dr. Paul Ash**

**School Committee Members**

**Rod Cole, Chairman**

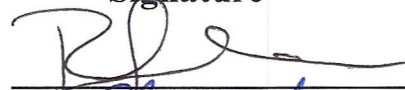
**Mary Ann Stewart, Vice Chairman**

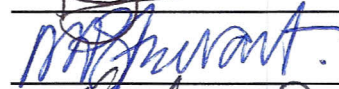
**Alessandro Alessandrini**

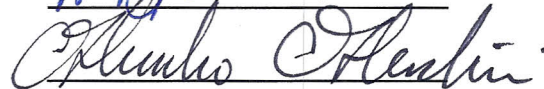
**Margaret Coppe**

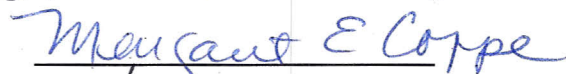
**Jessie Steigerwald**

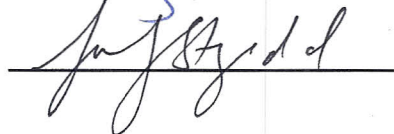
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**Date of completion:**  
**March 1, 2011**

## **Lexington School Committee Superintendent Evaluation**

Overall the Committee gives Dr. Ash very high marks on his management of the Lexington Public Schools. Lexington is fortunate to have a highly skilled, highly motivated and very hard working Superintendent who works to bring continuous improvement to the Lexington Public Schools.

The performance of Dr. Ash was evaluated on seven categories:

### **A. Meeting Annual Goals**

Overall Dr. Ash performed very well in this category. Goals are clear and tied back to measureable objectives. Dr. Ash has worked hard to restructure the goals so that they are more effective.

With the exception of standards-based report card (deferred to 2011-2012), all other goals have been met.

The Committee would like updates on progress towards district goals, much as we get quarterly budget updates. Dr. Ash could provide a discussion with the Committee early in the process regarding what data will best help measure progress. Progress that is especially relative to district initiatives (such as Equity & Excellence, METCO Scholars, and others) are areas where the Committee would like to see greater focus in this regard.

### **B. Relationship with the School Committee**

Overall Dr. Ash performed very well in this category. Dr. Ash communicates clearly and regularly with the Committee and he has worked as integral member of the team. When needed, Dr. Ash has accepted constructive criticism in a highly professional manner.

### **C. Educational Leadership and D. General Management**

Dr. Ash has performed excellently in these categories. Dr. Ash has a clear vision for the district and extensive knowledge in these areas, and skillfully fulfills key educational and management leadership responsibilities. In general, Dr. Ash's educational vision has focused on creating a more "team-focused" and "goal-oriented district". Dr. Ash successfully managed the very difficult PCB mitigation effort at Estabrook School. Dr. Ash reached out to create an Advisory Committee including parent representatives, a School Committee member and staff. Through this experience we are reminded what a high value our community places on transparent and timely communication.

One of the areas for continuous improvement would be to develop district goals and School Committee goals collaboratively. In the recent past (though not this year), School Committee had developed a separate set of annual goals, which were not integrated with the district goals.

3/6/2011 Addendum: Numerical scores for each of the seven areas of the evaluation as requested at the March 1 School Committee. Scores are the average of all five School Committee members. The range was from 1 to 7, with 1 designating the lowest possible score and 7 designating the highest possible score.

A	B	C	D	E	F	G
6.6	6.4	6.7	6.3	6.7	6.4	6.0

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