

Year One Evaluation of SBRSD Superintendent Beth Regulbuto

Submitted by the Executive Evaluation Subcommittee of the Southern Berkshire Regional School District

The School Committee completed surveys evaluating the progress of the Superintendent towards her professional goals, in areas including:

- Professional practice
- Student learning goals
- Development of teaching practice
- Community engagement
- School safety
- Culture of continuous improvement/reflective teaching practice

The committee agreed that Beth entered her role with a tremendous amount of energy and drive. As a first-year superintendent participating in the New Superintendents Induction Program (NSIP), she committed to working towards more goals than are required or recommended by the state. Members of the committee were impressed by her dedication, commitment and effort.

Beth is a strong listener and a student-centric consensus builder. Like any first year superintendent should, Beth spent a significant amount of time getting to know and understand the history, culture and environment of the district. She worked with mentors and colleagues to develop a deep understanding of the strengths and growth areas of her team and of the district as a whole, and went to great lengths to build consensus and a can-do mindset throughout her administrative team. The school committee also praised Superintendent Regulbuto for establishing and cultivating strong foundational relationships with town leadership. Her efforts paid off with the adoption of the 2019 budget, which received overwhelming support and was passed by all five towns. Beth's isn't concerned exclusively with dollars and cents — with every choice, she has continued to keep student outcomes in focus.

- Her work on the district vision statement helped her build consensus and credibility with multiple stakeholders, and cultivated the political capital she needs to effect change and meaningful, sustainable growth.
- Beth understands that we must equip our students with the skills they need to succeed in today's changing workplace, including solid social and emotional skills, as well as proficiency in STEM fields. Members of the committee share her belief that these skills should increasingly be developed through more collaborative and project-based experiences.
- Beth put her negotiation skills to use and collaborated with the SBREA to develop a Unit A contract that focuses on financial sustainability, positive student outcomes and teacher development.

Beth sets an example for all of her staff with her growth mindset, impressive work ethic, attention to detail and commitment to excellence. Beth has earned the respect and trust of many members of the school committee for her tireless efforts to figure out the best way to inspire her administrative and teaching teams to be the best they can be for the students of SBRSD. This is a multiyear effort that requires vision, stamina and courage, and Beth has clearly demonstrated that she has all three.

- The feedback noted that she has approached the question of the middle school model with great care.

- Beth has worked with the curriculum director to create a plan to improve the consistency of instruction
- Beth has approached the hiring process for the new curriculum director and elementary principal with a rigor and commitment to excellence that the committee believes will result in sustainable incremental growth and improved outcomes for the entire district.

Marketing and communications is a challenge/growth area for the district, but Beth has made concrete steps in the right direction. She has made marketing and communication a priority, better utilizing 21st Century techniques for engaging community, including a redesign of the website and the increased use of social media to celebrate the achievements of SBRSD students. There is a marked increase in the visibility of the district throughout the county and the state.

With an optimistic yet realistic attitude, Beth is asking all the right questions, and is working with the right people to solve the right problems. Many on the committee share Beth's belief that a growth mindset is essential among the staff if we are to educate lifelong learners. Her work in her first year is already having a lasting impact on the culture of the school. She knows that when teachers set realistic, incremental professional development/practice goals and are regularly evaluated against them, everybody can win. The committee acknowledges that these things take time, and members look forward to seeing critical improvement projects prioritized and implemented in Beth's second year at the helm.

Beth has been preparing the ground for the continuing development and revitalization of the already excellent education we provide our students, and the committee is looking forward to seeing where her efforts will lead in Year 2.

We are fortunate to have Beth Regulbuto serving as our Superintendent.

Instructional Leadership: Proficient
Management and Operations: Proficient
Family and Community Engagement: Proficient
Professional Culture: Exemplary

Overall Summative Performance: Proficient

END OF REPORT