

**End-of-Cycle Summative Evaluation Report: Superintendent
2016 - 2017 School Year**

**Jay Lang, Ed.D.
Superintendent of Schools**

Indicators	Unsatisfactory	Needs Improvement	Proficient	Exemplary	S. Lupoli	J. Moses	D. King	A. Thomas	B. Skaar
Unsatisfactory = Performance on a standard or overall has not significantly improved following a rating of <i>Needs Improvement</i> , or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.									
Needs Improvement/Developing = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected.									
Proficient = <i>Proficient</i> practice is understood to be fully satisfactory. This is the rigorous expected level of performance.									
Exemplary = A rating of <i>Exemplary</i> indicates that practice significantly exceeds <i>Proficient</i> and could serve as a model of practice regionally or statewide.									
Standard I: Instructional Leadership			X		E	P	P	P	
Standard II: Management and Operations				X	E	E	E	E	
Standard III: Family and Community Engagement			X		E	E	P	P	
Standard IV: Professional Culture				X	E	P	P	E	
Rate Overall Summative Performance				X	E	E	P	P/E	

Comments:

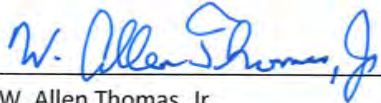
The Chelmsford School Committee has rated Superintendent Lang's performance during the 2016-2017 school year to be "exemplary." He is a "consummate professional," and has "performed in a professional, composed, well informed and well-spoken manner" throughout the year. Superintendent Lang has worked cooperatively with town officials, particularly Town Manager Cohen, Director of Public Works Gary Persichetti, Public Facilities Director Kathleen Canavan, Finance Director John Sousa, Town Accountant Darlene Lussier, Fire Chief Gary Ryan, and Police Chief James Spinney.

Superintendent Lang initiated a comprehensive facilities assessment which led to the addition of modular classrooms at each of our elementary schools to provide adequate student space while also submitting a building plan to the Massachusetts School Building Authority. Superintendent Lang has brought full-day kindergarten to the Chelmsford Public Schools. He played a major role in successfully negotiating contacts with the various unions. He has involved staff and community members in interviewing of administrative candidates and planning programs for the future.

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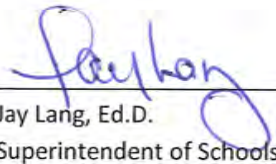
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Superintendent Lang has worked closely with Assistant Superintendent Hirsch to provide meaningful professional development for faculty and staff and up-to-date curriculum and programs to the students of the district. Further, he has helped to refine the district budget structure and processes and has put the district in an excellent financial position. Superintendent Lang has facilitated the inclusion of meeting agendas, minutes and other documents on-line for accessibility to the public. Continuing to make the Chelmsford Public Schools accessible to the community, he has facilitated the schools and departments presenting publically at school committee meetings to spotlight the good work of the district, its programs, innovations and commendations. Lastly, Superintendent Lang championed a new strategic planning process to lay the ground work for the districts' work through 2020.



W. Allen Thomas, Jr.

Chair, Chelmsford School Committee



Jay Lang, Ed.D.

Superintendent of Schools