

End-of Cycle Summative Evaluation Report: Superintendent

Superintendent:

Lisha Cabral

Lisha Cabral

8/2/21

Evaluator:

School Committee

Michael Allen

7/29/21

Name

Signature

Date

Step 1: Access Progress Toward Goals (Complete page 3 first; check one for each set of goal(s).)

Professional Practice Goal(s) #5 ☐ Did Not Meet ☐ Some Progress ☐ Significant Progress ☐ Met **X Exceeded**

Student Learning Goal(s) #2, #5 ☐ Did Not Meet ☐ Some Progress ☐ Significant Progress ☐ Met **X Exceeded**

District Improvement Goal(s) #1, #3, #4 ☐ Did Not Meet ☐ Some Progress ☐ Significant Progress ☐ Met **X Exceeded**

Step 2: Access Performance on Standards (Complete pages 4-7 first; then check one box for each Standard.)

Unsatisfactory = Performance on a standard or overall has not significantly improved following a rating of *Needs Improvement*, 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 = **Proficient practice is understood to be fully satisfactory. This is the rigorous expected level of performance.**

Exemplary = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

Standard I: Instructional Leadership #1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Standard II: Management and Operations #2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Standard III: Family and Community Engagement #3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Standard IV: Professional Culture #4, #5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X

Unsatisfactory

Needs Improvement

Proficient

Exemplary

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Step 3: Rate Overall Summative Performance *(Based on Step 1 and Step 2 ratings; check one.)*

☐ Unsatisfactory

☐ Needs Improvement

☐ Proficient

☒ Exemplary

Step 4: Add Evaluator Comments

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*.

Comments:

Due to the global pandemic, the School committee is submitting our evaluation for Dr. Lisha Cabral, which encompasses an extended period of time to include part of 2019-2020 and all of 2020-2021.

The past 18 month have proven to be some of the most challenging months of the Easton Public School System. In this year of unbelievable events, namely Covid, Dr. Lisha Cabral and her Central Office staff were the glue to the success in education in Easton. When the schools were shut down in March 2020 for the remainder of the school year, it was up to Dr. Cabral to determine how our students would continue to be educated at home and how our educators were to educate our students from home. With little to no guidance from the State and no experience with running school in this manner, Dr. Cabral had to work closely with her administrative team to design and implement an on-line school district.

Dr. Cabral worked tirelessly with subcommittees comprised of administrators, teachers/staff, and other stakeholders to create a comprehensive reopening plan tailored to individual schools. Her plan created adaptive schedules, exceeded time on learning requirements, and offered a variety of learning opportunities. She acquired 1:1 technology for teachers and students and designed targeted professional development for teachers to address the unique needs of teaching and learning during a pandemic.

The “hybrid” educational model that resulted from the work of the Teaching and Learning Committee, and that was implemented by Dr. Cabral for the greater part of the 2020-2021 school year, served Easton Public Schools students as well as could possibly be expected given the major health risks and other challenges of the Covid 19 pandemic. To the degree feasible, the model accommodated the preferences of families who felt that in-person learning was the best approach for their children, and of families who opted for remote learning for their children due to health and safety concerns. No claims were made that the hybrid model was ideal for educating children, but important safety protocols that were either mandated or recommended by the Centers for Disease Control and Prevention, the Department of Elementary and Secondary Education (DESE), and the local Board of Health, were a

primary driver of the creation of the hybrid model. When the Commissioner of Education required that schools return to a full in-person model toward the end of the school year, EPS complied. Fortunately, for approximately the last six weeks of the academic year, those parents who wished to do so were permitted to have their children continue learning remotely.

Dr. Cabral had a great playbook for returning to school in September, a Covid 19 booklet that answered questions about Covid and school compliance, and her principals made guidelines for families to follow when returning to school in September in the hybrid model and in March and April for a return to school full time. Dr. Cabral leads the Easton Public Schools with compassion and conviction.

Dr. Cabral continued to find new and innovative ways to build and strengthen partnerships with the community organizations, businesses, and families. She is actively working to change legislation to benefit vocational experiences for OA students. She continues to partner with local colleges to strengthen college and career readiness. She successfully was able to reinstate some OA positions and is working to bring back others. Dr. Cabral was able to leverage grants, which resulted in lower Kindergarten tuition starting 2021-2022 and continues to work towards free Kindergarten for all EPS students.

Throughout the year the work continued in college and career readiness despite everything else going on. It's great that progress in this key area was able to continue even while dealing with COVID. Legislative advocacy, collaboration with peers in other area schools, and forming partnerships with a variety of institutions for college and career training is the kind of work that sets Dr. Cabral apart from her peers and makes her an outstanding leader in K-12 education

Communication within the district, with other partners in Easton, neighboring communities, and the school community was excellent. Dr. Cabral received and responded to an onslaught of emails and phone calls and responded with patience and professionalism even when the messages coming in were confrontational, accusatory, or otherwise challenging. Many School Committee meetings were highly attended (some with several hundred attendees) and went four or five hours long. At one point, (the school committee) was meeting weekly and for most of the year, met at least every other week. During some meetings, attendees shared questions or comments that were confrontational, accusatory, etc. and Dr. Cabral responded professionally every time. The updates to the district website with COVID information, schedules, protocols and the like were easy to find, and the case reporting dashboard evolved over time as the community pressed for more information. Finally, Dr. Cabral (and Mrs. Pruitt) personally managed the contact tracing and quarantine notification process which demonstrated that this is a team that just rolled up their sleeves and got the work done when there wasn't another resource available.

It was great to see progress with this goal continue despite the overwhelming work and focus needed to manage a district during a pandemic. We heard feedback from educators that the professional development received this year (e.g. "A walk in my shoes") was some of the most meaningful and impactful of their career. We are grateful that although programs such as the ADL program had to pause due to the pandemic, the district was able to plan to continue with that program next year as well as work with other community partners such as Raising Multicultural Kids on projects such as book baskets and peer leaders. Dr. Cabral's pursuit of becoming a

Standing Member of the M.A.S.S. Racial Equity, Diversity, and Inclusion (REDI) committee is another example of how she is (literally) a leader among her peers in her commitment to creating a school culture that is inclusive, responsive, and meets the needs of all students. Finally, Dr. Cabral has led the district in making progress in serving our English Language Learner population and their families, with the expansion of translation services (critically important during a public health crisis) and the addition of another ELL teacher.

Dr. Cabral's detailed planning for the year and her continued work to expand opportunities for our students has had a positive impact on student achievement and has helped to move our district forward. To ensure that our district continues to have the resources necessary to provide for our students and staff, Dr. Cabral has judiciously managed the covid funding received. Her relationship with our legislators has been extremely helpful obtaining these funds.

We believe that our school district is fortunate to have Dr. Cabral at the helm and we are thankful she was here to lead us through this very rough patch. We look forward to our continued work together.