

AMY B. CLOUTER

aclouter@shrewsbury.k12.ma.us

March 17, 2017

Barbara A Malone
Director of Human Resources
Shrewsbury Public Schools
100 Maple Avenue
Shrewsbury, MA 01749

Dear Ms. Malone and Members of the Search Committee,

It is with great interest and enthusiasm that I write to submit my application for the position of Assistant Superintendent. Ten years ago I successfully applied for a Principal position at Coolidge Elementary School. In the years since it's been both a privilege and an honor to collaborate with colleagues across the district on strategic plans, curriculum initiatives, and improvement goals. I feel strongly that Shrewsbury's mission and values lay the foundation for our success. I hope you'll find in me a commitment to continue our good work.

I see public schools as the best means to provide all students access to a strong education, and good instruction as the key to success. I'm proud that we've raised rates of student achievement- at Coolidge, certainly- but not just there. From my colleagues and mentors I've come to believe in the importance of distributed leadership to continuous improvement. In our discussions, brainstorming sessions and case studies, and from our debates about district goals and policies I've gained appreciation for the importance of collaborative inquiry and systems thinking. The practice of crafting and articulating a common vision has helped me to lead and motivate staff at the building level. My involvement in district-wide curriculum initiatives and work with teams of teachers from multiple schools has led me to look to "the big picture" now.

Some of my greatest joys in Shrewsbury stem from my role as instructional leader. I'm confident that my skills and experience will help me meet the myriad challenges inherent in an expanded role. I look forward to the growth that will inevitably follow, no matter the outcome.

Thank you for your consideration of my candidacy.

Sincerely,

Amy B. Clouter

AMY B. CLOUTER

aclouter@shrewsbury.k12.ma.us

QUALIFICATIONS

- licensed, experienced, committed professional
- active learner, collaborative colleague, supportive mentor
- skillful designer of professional development and curriculum workshops

EDUCATION

<i>Boston University</i>	<i>Boston, MA</i>		
Completed The Education Cooperative (TEC) principal licensure program		June, 2005	GPA 4.0
<i>Simmons College</i>	<i>Boston, MA</i>		
M. Ed in Elementary Education		May, 1992	GPA 4.0
<i>University of Massachusetts</i>	<i>Amherst, MA</i>		
B.S. in Political Science, certificate in International Relations		May, 1990	GPA 3.0

LICENSES

Administrator, Superintendent / Assistant Superintendent initial (applied)
Principal / Assistant Principal Pre K-6 since 2005
Elementary Education, Grades 1-6 since 1992

EXPERIENCE

July, 2006 – present Principal, Coolidge Elementary School Shrewsbury, MA

Summary of Responsibilities: Support and motivate students and staff. Hire, supervise and evaluate classroom teachers, specialists, tutors and paraprofessionals. Plan and facilitate professional development, curriculum initiatives, parent forums, student assemblies, and faculty meetings. Work with administrative colleagues in service to district goals. Manage site-based budget and write grants. Coordinate vertical teams, study groups, and evening events in order to address school improvement goals. Communicate progress, challenges and new information to School Committee, Superintendent, School Council, staff, parents, students and other stakeholders in the community.

Curriculum Contributions:

- 2013-2015 Co-facilitated the *Math In Focus* initiative with pilot teachers, Pre-K /K teams
- 2012 Co-taught Project Based Learning PD Day sessions
- 2009-2011 Served as Elementary administrative representative, Shrewsbury Writing Project
- 2008-2010 Worked with Elementary principals, Curriculum Coordinator to select and launch Rigby program

1994 – June, 2006 Teacher, Hunnewell Elementary School Wellesley, MA

- Created lessons, assessment products, and integrated units in all subject areas. Supported peers as grade level leader and Social Studies liaison. Worked with grade level colleagues to implement TERC mathematics, science, social studies and writing curriculum. Received 20K Lighthouse (state) grant for technology integration. Presented at MassCUE and other regional conferences. Taught technology course. Mentored new teachers. Trained aides, student teachers and parent volunteers.

1992 – 1994 Teacher, Memorial Elementary School Natick, MA

- Developed inclusive literacy model, co-taught with special educators to meet the needs of emergent readers in second grade. Integrated Math into existing Science curriculum. Initiated recycling partnership and Science units of study between Memorial School and the Natick Cooperative Farm.

1991- 1992 Intern, Hartwell Elementary School Lincoln, MA

- Developed thematic units on ancient Egypt, fables and folktales. Conducted Math interviews and assessed the progress of at-risk readers. Planned and implemented interventions geared to boost the achievement of students in the METCO program. Participated in parent conferences and school committees. Received the MAT book award from Simmons College upon completion of program.

REFERENCES

- Dr. Joseph Sawyer Superintendent, Shrewsbury Public Schools
Supervisor 2009-Present
(508) 841-8409
- Ms. Ellen Davidson Associate Professor of Practice, Education
Masters of Arts (MAT) Program
Simmons College
(617) 521-2549
- Ms. Debbie Bearse former Principal, (retired) Claypit Hill School
Wayland Public Schools
Contact information available upon request

PROFESSIONAL ASSOCIATIONS

- Association for Supervision and Curriculum Development (ASCD)
- Northeast Foundation for Children (NEFC)

March 17, 2017

Dear Dr. Sawyer,

I am pleased to write this letter of recommendation for Mrs. Amy Clouter. I have had the pleasure of working with Amy for the past 10 years. During this time I have come to know her as a dedicated and highly skilled educator and administrator. I believe she has necessary leadership qualities to be a successful assistant superintendent for Shrewsbury.

Amy has worked hard to build an exemplary educational environment during her tenure as principal of Coolidge school. She is extremely visible throughout the day, whether she is visiting classrooms, facilitating All School Meeting, or dealing one-on-one with a struggling child. Amy makes it a goal to connect personally with the children and families of Coolidge school. She models kindness and respect in all of her interactions with them.

Amy understands the importance of developing a professional learning community and fostering a positive school culture. As an evaluator she has a laser sharp focus on coaching teachers to improve their practice. She pushes those already skilled to an even higher level of expertise and nudges those with more limited experience to improve by recommending small, incremental and carefully prioritized steps. Amy ensures that the teachers have necessary materials and support in order for them to be successful. She takes time to provide them with frequent, focused feedback and if needed will model lessons in their classrooms.

Amy is tenacious in her commitment to the philosophy that *all* students can learn. As an administrator, she has been called upon to make difficult and occasionally unpopular decisions. Regardless of context, she focuses on what is best for all students and how the decision would impact student learning to help guide her.

Amy continuously demonstrates that she is a life-long learner. She has served on many district-wide curriculum initiatives. In addition to her district work, she independently continues to seek ways to deepen her understanding of curriculum and instruction.

It is without hesitation that I recommend Mrs. Amy Clouter for the position of assistant superintendent for Shrewsbury Public Schools. Please feel free to contact me if you need additional information.

Sincerely,

Maureen Henry
Director of Title I
Shrewsbury Public Schools

Floral Street Elementary School

57 Floral Street, Shrewsbury, MA 01545
(508) 841-8720 Fax: (508) 841-8721
www.shrewsbury-ma.gov/schools/floral



Lisa A McCubrey Principal Tiffany Ostrander Assistant Principal

March 23, 2017

Ms. Barbara Malone
Director of Human Resources
100 Maple Avenue
Shrewsbury, MA 01545

Dear Ms. Malone:

It is with great pleasure that I recommend Amy Clouter for the position of assistant superintendent of the Shrewsbury Public Schools. I have had the opportunity of working collaboratively with Mrs. Clouter throughout the past nine years evaluating the elementary curriculum. During this work, Mrs. Clouter has demonstrated leadership qualities necessary for supporting the exemplary work done here in Shrewsbury.

Mrs. Clouter and I have served together on committees evaluating, piloting, and implementing new curriculum for reading, writing, and math. In 2008, we planned for and provided professional development in guided reading. During this time she was also a facilitator in the pilot of our new literacy program, *Literacy by Design*. The following year, we collaborated closely as developers of the *Shrewsbury Writing Project*. Amy played an integral part of this project during the several years we developed, revised and implemented it. Finally, as we updated our math curriculum to align with the new standards in 2013, Amy eagerly volunteered as the principal representation for the task. It is evident that Mrs. Clouter is passionate about the curriculum and knowledgeable in the instructional practices necessary to engage and challenge all students in the Shrewsbury Public Schools.

What I admire most about Mrs. Clouter is her willingness to tackle these initiatives head on while also excelling at her work as a building principal. In each of the projects, Amy demonstrated her knowledge of the standards and best educational practices necessary to prepare our students with 21st century skills as well as an awareness of the current status of our curriculum, instruction and assessment. Amy recognized the importance of communication and always developed documents for principals and teachers, which clearly outlined expectations of the pilots as well as the initial years of implementation. Mrs. Clouter's commitment to high standards and expectations is evident to anyone who works with her.

I feel fortunate to have had the opportunity to collaborate with Amy over the years. Students, parents, and faculty of Shrewsbury are privileged to have this committed educator in our school system. Therefore, it is a great honor to recommend Mrs. Amy Clouter for the position of assistant superintendent of the Shrewsbury Public Schools.

Sincerely,

Shelley Hoey
Instructional Coach/Curriculum Coordinator
Floral Street School

Working together...Planting the seed of lifelong learning...Cultivating cooperation, compassion, and confidence...Building integrity in a respectful community...Our gift to the future

Shrewsbury High School

64 Holden Street
Shrewsbury, Massachusetts 01545
(508) 841-8800 FAX (508) 841-8858
schools.shrewsbury.ma.gov/high



Todd H. Bazydlo, Principal
Maureen L. Monopoli, Assistant Principal
G. Gregory Nevader, Assistant Principal
Gerald J. O'Connell, Assistant Principal

Dear Members of the Search Committee,

I am delighted to write this letter of recommendation in support of my esteemed colleague, Mrs. Amy Clouter, as she seeks the position of Assistant Superintendent. I have worked with Amy for the last ten years and I have very high regard for her both as an educator and a person.

Amy came to Shrewsbury as a skilled and experienced administrator. She has been fortunate to work with a talented and hard-working team at Coolidge School and on district level teams. Amy's administrative style is characterized by an intelligent and thoughtful approach to problem solving that is student-focused. Amy's decision making is based on what she believes is in the best interest of students and the school community. Amy has never shied away from making difficult decisions or having conversations with staff or parents to help improve student learning.

Her background as an exemplary classroom teacher has enabled her to address issues such as differentiated instruction, curriculum review and assessment in a very effective way as a building principal through teacher supervision and evaluation. Among our group of high-performing administrators, Amy stands out as exemplary because of her intelligence, generosity of spirit, knowledge of best practices, and commitment to continuous improvement.

One may ask, what kind of Assistant Superintendent will Amy be? She will be an articulate communicator with all groups - parents, students and community members. She will make decisions that are fair, appropriate, and in the best interest of students. She will be organized; she will collaborate with all necessary parties to base student improvement on our district's core values; and she will lead efforts to ensure that our students continue to be prepared with the skills necessary for success beyond our school district.

Mrs. Amy Clouter is a hard working, intelligent team player and valued colleague. I am confident that her intelligence coupled with her love of learning make her an outstanding candidate for the position of Assistant Superintendent.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd Bazydlo". The signature is written in a cursive, somewhat stylized font.

Todd Bazydlo
Principal

March 19, 2017

To the members of the Shrewsbury Public School System Search Committee:

I am delighted to have the opportunity to express the great regard I have for Amy Clouter as an educator as she applies for the position of Assistant Superintendent in your district.

I have known Amy for over seventeen years. We began our relationship as teaching partners in a "job share" second grade classroom in Wellesley. We spent six years teaching together, after which Amy left to become a principal in your district. As you can imagine, sharing a class of students with me (a person she had never met and who was over 20 years older as I happened to be) required extensive interpersonal skills. I might even say talent.

From the very beginning I was aware that Amy's role at Hunnewell School extended way beyond the classroom. She was a natural leader of teachers. She was highly respected and admired by all her colleagues, many who often came to her for advice. "Wise beyond her years" is always the way I felt about Amy. She had the ability to find common ground with everyone, even those who shared different ideas. She always listened with great care and validated others' conflicting ideas in a way that managed conflict before it became a problem. She facilitated the committee and grade level meetings that she headed so expertly, because she was a detailed planner, and always had extensive intellectual understandings about the topics being discussed. In addition she demonstrated great expertise in effortlessly articulating ideas and actions both when speaking and in writing.

Amy's skills in the classroom with the children were equally awesome. Even though I was the "senior" educator in terms of years, I learned so much from Amy's teaching style and her ability to enable every child to access the curriculum. No matter what issues that child presented as a learner, her understanding of human development, pedagogy and diverse learners was exhibited in her interactions with children. Her creative development of lesson plans met the needs of all the children in our classroom.

Because I was a *Responsive Classroom* consultant when I came to teach at Hunnewell, I asked Amy if she would be willing to set up our classroom following the *Responsive Classroom* approach, with me leading the way. The fact that she didn't hesitate and enthusiastically agreed speaks to her willingness to work with others as a "follower" as well as a leader. She was a natural when managing a classroom that integrated the social emotional development of children into the curriculum. I'm sure she has also proven that she is a natural embracing that same approach as a principal.

The last and most important thing I want to speak to is the joy that I felt when teaching with Amy. We worked so very hard, but we also had fun. She was an inspiration to me in so many ways. Where I might say, "This is good enough" she would say, "Oh, but wouldn't it be terrific if we..?" Thus, we ended up with four salt water tanks and a pet lobster. As you probably can tell, Amy and I developed great affection for each other as teaching role models and then as friends.

I have often said that the system that would hire Amy in any capacity (principal, assistant superintendent, superintendent) would be a lucky one. She's a "one of a kind" educator and human being.

Warm regards,

Patty Lawrence, EdM Harvard Graduate School of Education

 
Retired former: teacher, Director of Federal Projects, Professor of Human Development
Wheelock College Graduate School, *Responsive Classroom* trainer/consultant