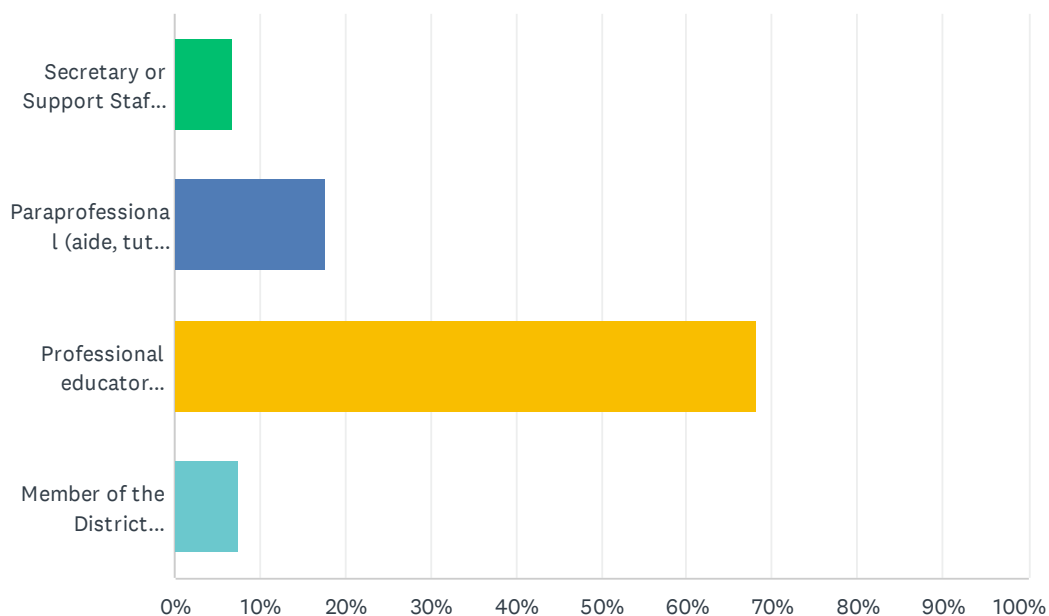


## Q1 I am a:

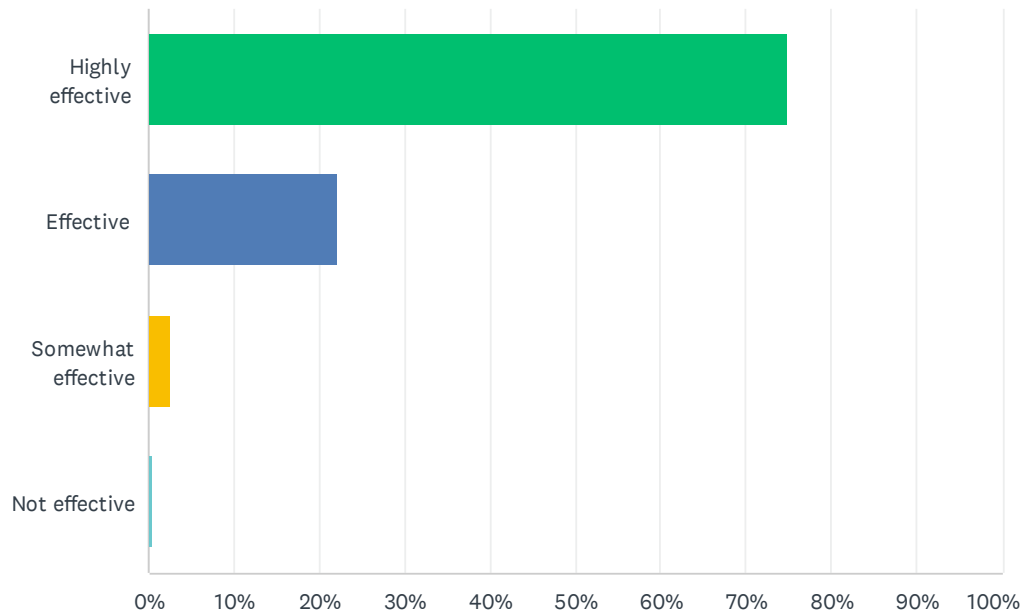
Answered: 267 Skipped: 0



| ANSWER CHOICES   | RESPONSES |     |
|--|-----------|-----|
| Secretary or Support Staff Member (Office Support, IT, etc.) | 6.74%     | 18  |
| Paraprofessional (aide, tutor, ABA tech, etc. in SPA)        | 17.60%    | 47  |
| Professional educator (teacher or specialist in SEA Unit A)  | 68.16%    | 182 |
| Member of the District Leadership Team                       | 7.49%     | 20  |
| TOTAL  |           | 267 |

## Q2 Please rate the quality of the superintendent's communication.

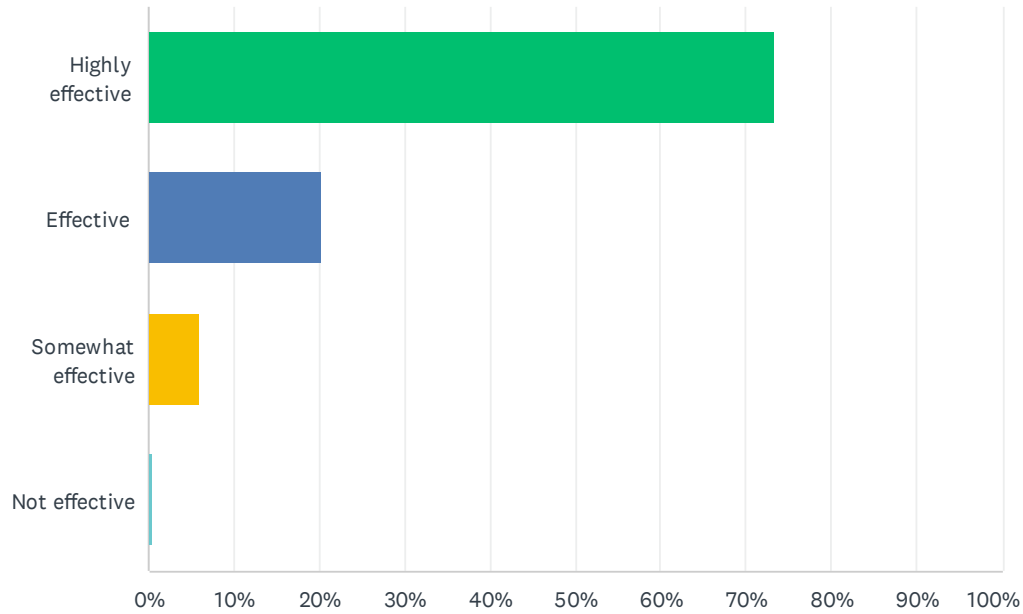
Answered: 267 Skipped: 0



| ANSWER CHOICES     | RESPONSES |     |
|--------------------|-----------|-----|
| Highly effective   | 74.91%    | 200 |
| Effective          | 22.10%    | 59  |
| Somewhat effective | 2.62%     | 7   |
| Not effective      | 0.37%     | 1   |
| TOTAL              |           | 267 |

### Q3 Please rate the quality of the superintendent's leadership.

Answered: 267 Skipped: 0



| ANSWER CHOICES     | RESPONSES |     |
|--------------------|-----------|-----|
| Highly effective   | 73.41%    | 196 |
| Effective          | 20.22%    | 54  |
| Somewhat effective | 5.99%     | 16  |
| Not effective      | 0.37%     | 1   |
| TOTAL              |           | 267 |

## Q4 Please add any comments you would like to share regarding the superintendent's leadership of the school district during this school year.

Answered: 135    Skipped: 132

| # | RESPONSES  | DATE             |
|---|--|------------------|
| 1 | I think it would be important to prioritize teacher collaboration time next school year. In general, teachers are exhausted and this school year has been harder than any other year has ever been. Teachers appreciate some of the programming that was put in place to help us manage the stress, but that is not enough. We need our collaboration time back. It has been said by district leaders that collaboration is a priority, but it doesn't feel that way from the teacher's perspective. In addition, I'm hoping we can bring back programming that was previously cut due to the budget issues. Specifically, foreign language at Sherwood for both 5th and 6th. Also, we need a technology teacher at Sherwood. That position was cut many years ago which left the bulk of teaching students how to navigate apps they will be using through high school on 5th grade teachers. Elementary schools use different programs, so 5th graders begin the school year having no previous experience using Schoology, Notability, and many more apps that are required at the middle and high school levels. This type of technology instruction should not fall on classroom teachers at one specific grade level. This is an issue that needs to be remedied. Finally, teachers are not mental health providers. We are not trained in this specific area, yet we are dealing with a significant need in the classroom on a daily basis. Our schools don't have the mental health support that it requires and students are often left in the classroom for an extended period of time before our counselors can provide support. Teachers delivering mental health supports in a classroom, with up to 25 other students, is a serious problem for the student in crisis, the teacher's mental health, and the social/emotional well being of all the other students in that classroom. | 4/9/2022 1:51 PM |
| 2 | His visits to the school were only with the principal, I felt he could have been more visible in the school. The only highlights he showcases are middle and high schoolers achievements. Elementary students are doing incredible things at their school.   | 4/8/2022 9:34 AM |
| 3 | Informative supportive helpful advocate for the arts thank you for all you do  | 4/8/2022 9:25 AM |
| 4 | Thank you for your leadership throughout the pandemic. SPS navigated each change in a professional and well thought out manner.  | 4/7/2022 9:24 PM |
| 5 | Joe Sawyer has been of excellence communicating with all staff and families throughout this school year. He has by far exceeded all expectations in every aspect including but not limited to his role as Superintendent of the Shrewsbury Public Schools. Also, kudos to his wonderful sense of humor despite all of this past years challenges.  | 4/7/2022 6:32 PM |
| 6 | Joe, Last year and this year have been unlike any in my career. I was present in school last year and the work load was unbelievable and thought no way this year could be more. Oh how wrong I was. We have lost preps, asked to do more , and have dealt with more mental health than thought possible. We still have had every single staff meeting, cc meeting with no breaks. We are continually asked to do more with less and results in teachers do more work at home. I would say you need to listen to your teachers. When is enough enough? We need to get back to basics, discipline, support of the teacher and not the parents running the show. Utilize the support for your teachers ex curriculum coordinators. How can they support the teacher? Ask the teachers? We are on the front lines and left with no tools. Please listen to your teachers. You have an unbelievable staff Joe but I've never heard so many teachers questioning if they should stay in the profession. I say this all with the utmost respect!   | 4/7/2022 5:08 PM |
| 7 | The mental health initiative should have come sooner, students have been struggling even leading up to covid.  | 4/7/2022 3:41 PM |
| 8 | Joe has continued to lead the district through not only the pandemic but also some other very emotionally charged issues with skill and dedication. His ability to maintain calm and provide sound leadership is impressive. The work that he does "behind the scenes" is immense, and it is clear that he is driven to do what is in the best interest of students. He is able to articulate  | 4/7/2022 2:09 PM |

## Staff Feedback for the Superintendent – April 2022

clear updates in written communications and when he addresses the community at School Committee meetings. SPS is lucky to have him at the helm.

|    |  |                   |
|----|--|-------------------|
| 9  | Thank you for all your hard-work, dedication, and skilled leadership!  | 4/7/2022 1:30 PM  |
| 10 | As a parent and educator who has worked in other districts, I have been incredibly impressed with Dr. Sawyer's leadership, professionalism, and ability to genuinely connect with parents and educators on a personal level. In my opinion, Dr. Sawyer should be an exemplar for other Superintendents looking to improve their leadership skills.   | 4/7/2022 12:33 PM |
| 11 | I truly appreciate your thoughtful, calm leadership through these crazy and confusing times. Thank YOU!  | 4/7/2022 10:07 AM |
| 12 | I have the utmost respect and admiration for Dr. Sawyer and his excellent leadership of the school district for this school year.  | 4/6/2022 6:35 PM  |
| 13 | n/a  | 4/6/2022 6:16 PM  |
| 14 | You are such a strong leader who is thoughtful and clear with all aspect of your job! Thank you.   | 4/6/2022 3:30 PM  |
| 15 | I wish that I could see the emails that are sent to families so I can fully understand when they have questions about communications. I think having staff on the mailing lists would be beneficial.   | 4/6/2022 2:24 PM  |
| 16 | Information is always timely and helpful. I feel supported by Dr. Sawyer as a professional.  | 4/6/2022 12:55 PM |
| 17 | I cannot imagine a better leader to have carried us through the trials and tribulations of Covid and the ongoing mental health crisis our schools are facing. Thank you very much for taking a stand against racism and working to provide opportunities for staff and community growth in this area. My hope is that one day the community will let go of the Colonial name/mascot so we can ALL feel part a of and the vital member of SHREWSBURY that we all are. | 4/6/2022 10:51 AM |
| 18 | Everything great just please take extra consideration when super hot days come our way please  | 4/6/2022 10:50 AM |
| 19 | I think Dr. Sawyer continues to lead us through unprecedented times in a professional manner. He considers all perspectives when making important decisions.   | 4/6/2022 9:50 AM  |
| 20 | Dr. Sawyer is an incredibly smart, thoughtful, forward-thinking leader. He makes tough choices and handles hard conversations articulately with tact and poise. He keeps students at the forefront of his work by supporting educators and families with not just academics but social-emotional needs as well. We are very fortunate to continue to benefit and grow under Dr. Sawyer's leadership.   | 4/6/2022 9:47 AM  |
| 21 | Dr. Sawyer is an extremely professional and strong leader. His communication is always super clear and well thought out. I feel very confident in the decisions he makes as our superintendent.  | 4/6/2022 9:44 AM  |
| 22 | Thank you for the hard work that you do.   | 4/6/2022 9:24 AM  |
| 23 | Thank you Dr. Sawyer for being an awesome leader for the Shrewsbury Public Schools. Appreciate everything you do! Wouldn't want to work for anyone else.   | 4/6/2022 9:06 AM  |
| 24 | Thank you!   | 4/6/2022 9:01 AM  |
| 25 | Extremely transparent! Shares unbiased updates. Keeps on cutting edge of trends/needs. Personable! Very happy to work for the district he leads!   | 4/6/2022 8:54 AM  |
| 26 | Thank you for steadfastly following the science and consistently reiterating that publicly. Thank you for trying to respond to the mental health crisis among the staff, though I wish that you would communicate about it (and the shortage/projected shortage) as much as you communicate about the mental health crisis among the children.   | 4/6/2022 7:44 AM  |
| 27 | Outstanding leadership! I am very pleased with Dr. Sawyer as my superintendent.  | 4/6/2022 7:38 AM  |
| 28 | Extreme calm and professionalism during highly contentious behaviors.  | 4/6/2022 7:28 AM  |
| 29 | Excellent communication and consistent support. Joe's strong leadership is much appreciated!   | 4/6/2022 7:00 AM  |
| 30 | Dr. Sawyer, you are a thoughtful and fair superintendent. I appreciate your transparency and communication with staff and families. Thank you for all you do for our district.   | 4/6/2022 6:28 AM  |

## Staff Feedback for the Superintendent – April 2022

|    |  |                   |
|----|--|-------------------|
| 31 | Be aware of timing, length, buried messaging.  | 4/6/2022 5:08 AM  |
| 32 | Great job leading us through pandemic. Grateful that Dr Sawyer is our Superintendent   | 4/5/2022 11:43 PM |
| 33 | Our superintendent is the role model for everybody. His leadership and high quality work ethics is above and beyond!   | 4/5/2022 10:22 PM |
| 34 | I feel like Dr. Sawyer does his best to communicate to staff and families anything that is pertinent for our students/children and family members. Dr. Sawyer is a great leader. He cares about the staff, students and community. I'm grateful to work in this district.  | 4/5/2022 9:23 PM  |
| 35 | I continue to feel supported and inspired by Dr. Sawyer's careful, thoughtful, and effective decision-making. It is clear the well-being of students, staff, and families are at the forefront of all he does. Thank you, Dr. Sawyer!  | 4/5/2022 9:13 PM  |
| 36 | I truly appreciate Dr. Sawyer's leadership. I commend him for all that he has done to help lead the district through the COVID challenge. I do want to share that often I find his communication emails quite lengthy and overwhelming with so much information that at times it is tough to process all of it. Shorter, more succinct emails would be appreciated. Also, as much as I know I can watch the school committee meetings streamed in my own home town, I feel as though the information discussed should be shared with the district without having to watch the sessions. There have been a few times that I been told by my principal that the information was shared at a school committee meeting. I feel as though I should not have to watch the meeting to learn the information if it pertains to my job. | 4/5/2022 9:05 PM  |
| 37 | Dr. Sawyer's communication is always timely, clear, and respectful. He deals with sensitive and delicate matters in a way that make staff and students feel supported and informed. I appreciate his dedication to doing the right thing, even when it is hard.  | 4/5/2022 8:03 PM  |
| 38 | I really appreciate the interest and communication the superintendent has with schools and staff members.  | 4/5/2022 7:54 PM  |
| 39 | I feel very lucky to work for the Shrewsbury Public Schools under his leadership. He is dedicated and truly cares about the students and staff!  | 4/5/2022 7:43 PM  |
| 40 | A great leader!  | 4/5/2022 7:35 PM  |
| 41 | I appreciate your diligence and efficiency leading us through the pandemic while also continuing to work toward important goals such as our work with belonging. While the pandemic definitely shifted our focus at first, I'm really glad we were able to navigate through it and build on our goals.   | 4/5/2022 7:14 PM  |
| 42 | Dr. Sawyer's care and compassion in the past two years for students, staff and families is extraordinary. Thank you for helping us feel safe!  | 4/5/2022 6:51 PM  |
| 43 | I think Dr. Sawyer has done an outstanding job as our district leader. He shows strength and humility at all times. I could not ask to work for a better leader, he is amazing and I feel supported.   | 4/5/2022 6:27 PM  |
| 44 | Professional, well-spoken, respectful of others, and personable.   | 4/5/2022 5:55 PM  |
| 45 | I'm an new teacher and it's been an honor to be part of this district under your leadership.   | 4/5/2022 5:48 PM  |
| 46 | He really cares about the children's mental health. He puts other people first.  | 4/5/2022 5:36 PM  |
| 47 | Emails are a little too long. Please don't send important information Fri. afternoon or right before a vacation.   | 4/5/2022 5:20 PM  |
| 48 | Dr. Sawyer had lead us through this pandemic always with the health and safety of his staff and students at the forefront of every decision. He continues to lead the charge advocating for student needs, staff supports and necessary resources as we navigate the mental health crisis and societal demands. Not every person will agree with every decision, but it is evident that Dr. Sawyer makes each one thoughtfully and with the best interest of SPS staff and students in mind.   | 4/5/2022 4:54 PM  |
| 49 | Too woke.  | 4/5/2022 4:06 PM  |
| 50 | Dr. Sawyer's leadership has continued to be excellent. He always communicates on important matters quickly, sensitively and effectively, seeking input when appropriate.   | 4/5/2022 3:35 PM  |
| 51 | it is clear that some departments are valued more than others. sad to see and experience but   | 4/5/2022 3:17 PM  |

## Staff Feedback for the Superintendent – April 2022

|    |   |                  |
|----|---|------------------|
|    | it is obvious how we are treated differently  |                  |
| 52 | Given the pandemic and ongoing challenges associated with it I am thankful that there have been interventions put into place to support both students and staff in navigating the challenges. The ongoing mental health crisis presents us all with unique opportunities to support our students and broader community. One thing I would like to point out is that often initiatives, or resources have been provided with little direct involvement of the clinical, mental health, or special educators who work directly with the students / families most impacted. Many of the interventions, or supports may miss the mark to solving or working to solve the ongoing mental health crisis impacting students across our schools. I would love to see more direct involvement in problem solving, resources, and conversations about the needs with the practitioners directly. I would also love to hear about long term plans to support students who need more balance between mental health/social emotional learning and academic gaps/learning which have widened with the pandemic. The pressure our teachers feel to fill gaps, provide interventions, and address systemic learning needs felt across grade levels needs to be addressed directly. The pulse of our children is in the hands of the educators who have "boots on the ground" around what our students need. Many times I hear that there is no time for social emotional learning, mental health or community connections in the classroom due to academic demands. This is not a failure of leadership, but it represents a lack in voice among all teachers, staff and service providers to address foundational needs (Maslow's hierarchy). I am hopeful that in the coming year we can work to support students and see this as an opportunity to do meaningful work in the area of addressing mental health needs. | 4/5/2022 3:13 PM |
| 53 | erns that are discussed at department meetings and help   | 4/5/2022 3:10 PM |
| 54 | Joe has once again done a fabulous job leading our district through some very difficult times. Thank you for taking on the hard issues in a professional way. One question about emails/communication. I often wonder if the emails are translated into other languages- and if the school calendar is translated as well.  | 4/5/2022 3:09 PM |
| 55 | I appreciate that you make an effort to know every single educator in this district. I have found you to be extremely responsive to the mental health crisis that we are experiencing with our students. I am thankful that you are leading our district to be dedicated to diversity, belonging, equity, and inclusion. I appreciate your sense of humor. And in that vein: *I wish you would call more snow days and declare that we do not need to make them up  | 4/5/2022 3:02 PM |
| 56 | Your leadership is great. I'm sorry you have had to face personal attacks, especially regarding the BHC assembly. I admire how you listen and respond, but don't react emotionally or defensively. It is hard to do and you did it well. Best wishes. (If you have some say about district PD, please consider different PD for different age levels. One-size fits all is not effective and it's often at the expense of high school teachers.)  | 4/5/2022 3:02 PM |
| 57 | Thank you for your leadership during my first year of teaching! I appreciate your efforts of clear, open, and honest communication throughout the year.   | 4/5/2022 2:55 PM |
| 58 | I am incredibly grateful that Dr. Sawyer is guiding our district through the difficulties of COVID, a crisis in teen mental health, and the growing intolerance in our world. His balanced and measured responses are always on target. He interacts well with staff, parents, and students.  | 4/5/2022 2:54 PM |
| 59 | Dr. Sawyer provides exceptional leadership to our educators. He has an incredible ability to make personal connections with all of us and provides clear, bold leadership for our district during very stressful times. He empowers educators to love our students and always do what's best for our students and families.   | 4/5/2022 2:44 PM |
| 60 | I am not sure how you do it, Dr. Sawyer, but I sure am glad you do. Your communication is top notch and I feel proud to work with you as our superintendent!  | 4/5/2022 2:40 PM |
| 61 | I appreciate Dr. Sawyer's commitment to protecting our teachers' and students' right to discuss controversial topics in a respectful and effective manner.  | 4/5/2022 2:37 PM |
| 62 | I am not sure if these comments pertain to you, but I would like to share that, when it comes to creating effective MTSS in schools, SPS appears to be falling well behind the curve due mainly to the lack of effective, well-defined systems with clear and effective leadership. Staff within these poorly defined and under developed systems are not sure who should do what and there is a lack of follow through to monitor and motivate fidelity. I would appreciate much more leadership to reform these deeply needed systems.  | 4/5/2022 2:30 PM |
| 63 | I appreciate your leadership, your professional demeanor, and your getting to the point   | 4/5/2022 2:29 PM |

## Staff Feedback for the Superintendent – April 2022

|    |   |                  |
|----|---|------------------|
|    | approach.   |                  |
| 64 | Joe is a trustworthy leader, and he leads by example always.  | 4/5/2022 2:23 PM |
| 65 | Dr. Sawyer has been a pillar of calm, composure and has been steadfast in the efforts to lead the SPS through the ongoing pandemic crisis. During this challenging time, he has always prioritized student and staff safety and offered support for each member of our school community. In addition, the ongoing mental health crisis we are facing has also been a major area of focus for him and he has provided opportunities for staff, families and students to access education and resources for support. Thank you Dr. Sawyer, you were exactly who we needed to do this work.  | 4/5/2022 2:16 PM |
| 66 | I appreciate that you kept a level head when some of the community forums at school committee meetings got a bit heated.  | 4/5/2022 2:13 PM |
| 67 | I think being more physically present in the school would be appreciated by staff but there are a lot of schools, very little time, and a lot of other work to do so I can see how that would be hard.  | 4/5/2022 2:11 PM |
| 68 | Thank you for all that you do each day to make sure faculty and students have what we need to learn. I appreciate the stand that you have taken on the importance of fact based decision making.  | 4/5/2022 2:07 PM |
| 69 | Proud to work in this district under Dr. Sawyer's leadership!   | 4/5/2022 1:57 PM |
| 70 | Amazing leadership. We are so lucky to have Joe as our superintendent. Success starts from the top down.  | 4/5/2022 1:54 PM |
| 71 | I think it's important to check in with your principals, and their staff, to see if the school climate is happy. If there is any tension, or the staff doesn't feel valued, you need to work with the school leaders to help them build that school community.  | 4/5/2022 1:53 PM |
| 72 | Through these challenging times, it is nice to know he has our back and is always looking out for our best interests.   | 4/5/2022 1:50 PM |
| 73 | As an employee as well as a parent of Shrewsbury public school students, I think the leadership has been great. It has been a difficult few years but I think that the students of SPS as well as the staff have been treated with respect and care. All the hard work is very much appreciated.  | 4/5/2022 1:45 PM |
| 74 | Shrewsbury is an incredibly top-down district and it feels like there are very few ways for teachers to meaningfully be involved in feedback and decision-making, whether it is at the department, school, or district level. Most of the decisions seem to be made way above us with input from 1-2 union members and 1-2 teacher representatives. In buildings with 40-60+ teachers, these representatives are not simply capable of capturing everyone's views, but we have no way to really give feedback besides these end-of-the-year surveys. Also, it often seems like when teachers do have a chance to "give input," it is after decisions have been made and administrators are looking for a stamp of approval, but any brainstorming or workshopping is not welcome. I feel like things are just happening to me, but I do not feel like I am a significant part in anything happening outside of my classroom. Also, I'm not sure if this is the place to say this, but again, I don't know where else to give feedback. The decision was made two years ago to cut the foreign language program at Sherwood and I'm wondering when that will be reconsidered. This has had a hugely negative impact on teacher collaboration and has really changed the feeling of the entire building. There is no time for genuine collaboration between teachers or teams, as teachers would regularly use that block to work with each other. Without that time, we have one period every other cycle to "collaborate"--we do have pod meetings, but this doesn't foster collaboration as we are going through a pre-determined agenda that often has to do with district mandates, like STAR testing. It does seem like collaboration is an important value in our district, but this programming change has really destroyed the possibility of collaboration at Sherwood. This was not as impactful last year because we had a great deal of time on Wednesdays for teachers to work together for most of the year, but it has been extremely noticeable this year. | 4/5/2022 1:44 PM |
| 75 | I am grateful that Joe always seeks highly qualified professionals to guide next steps during this time of so many unknowns. Bravo  | 4/5/2022 1:43 PM |
| 76 | As a leader, I would like to see the district office leadership spend more time within the schools to see how exhausted teachers really are this year. It is important for leadership to be   | 4/5/2022 1:42 PM |



## Staff Feedback for the Superintendent – April 2022

visible and give support that isn't just through email. I honestly can't remember a time I have seen you in my school since the beginning of school when you visited. It would be nice if we saw the assistant superintendents in our schools regularly also. It would be helpful if all leadership pulled back on how much is demanded of its teachers. I hope no new initiatives will be started until after the district strategic priorities have been completed (a 5-year plan, I believe).

|    |   |                   |
|----|---|-------------------|
| 77 | Thanks so much for your continued leadership through such a difficult year.   | 4/5/2022 1:41 PM  |
| 78 | I have always felt that Joe was a superior leader. He is effective at his job but also approachable with a sense of humor. Thanks to him to all his hard work over the last year (and prior!) as I can't imagine the amount of time and energy has been spent managing the numerous challenges we've faced. We are lucky to have him!   | 4/5/2022 1:40 PM  |
| 79 | Dr. Sawyer has demonstrated incredible resolve and thoughtful support in what has been a challenging year for educators. He is to be commended for his approach and leadership.   | 4/5/2022 1:36 PM  |
| 80 | Thank you for making thoughtful, clear, and definitive decisions while considering our feedback. We appreciate the clear, timely communication about these important decisions that have been made.   | 4/5/2022 1:27 PM  |
| 81 | For those who pay attention, Dr. Sawyer leads by example - with respect, careful thought and a sincere commitment to doing what is right, even when it's hard. I do think Dr. Sawyer is overly positive sometimes about the state of the district. I admire him more when he is honest about the struggles we face.   | 4/5/2022 1:23 PM  |
| 82 | The administration feels very disconnected from what is happening within the schools. Teachers and support staff are maxed out and new things keep being added. Student behaviors need to be addressed. More student support would be needed.   | 4/5/2022 1:22 PM  |
| 83 | Exemplary and committed leadership  | 4/5/2022 1:18 PM  |
| 84 | Dr. Sawyer has been instrumental in making sure we navigated through all the different demands of the job, COVID, etc. I feel he did an excellent job communicating and keeping us up to date with everything related to the district.  | 4/5/2022 1:14 PM  |
| 85 | I appreciate your dedication, professionalism, honest candor, and sense of humor.   | 4/5/2022 1:08 PM  |
| 86 | Dr. Sawyer's leadership, communication, level of effort, and understanding/empathy for all staff, students, parents, and community members is superior. His skillful and stable leadership continue to allow the district to focus on the educational and social/emotional needs of our students and staff despite the efforts of some to politicize our students and staff for their own personal gain. Dr. Sawyer has appropriately responded to the growing mental health crisis of our students by advocating for additional counseling, special education, and social worker positions in next year's budget. Additionally, he has worked with principals and other staff to immediately leverage experts, speakers, and resources to proactively address the mental health crisis amongst our student population. Layered on top of this has been his leadership in bargaining new labor contracts with the paraprofessionals and teacher unions. I am grateful we have him and his considerable school district leadership experience at the helm. | 4/5/2022 1:05 PM  |
| 87 | Dr. Sawyer is a very strong educational leader and is an asset to the Shrewsbury Public School system. He is an effective communicator. All students know who he is as he has a consistent presence at school events across the district. He values staff input and has implements the feedback. Dr. Sawyer takes time to understand the various strengths of his staff members and often expresses gratitude for the contributions they make to the lives of students and their families.  | 4/5/2022 1:02 PM  |
| 88 | Obviously it was again a very challenging year dealing with the continued impact of the COVID-19 pandemic. In contrast to last year though, I felt as though the superintendent was much more clear with us about what to expect, and did not feel as much "in the lurch" as last year. While I think that we need to do much more to improve the experience of students of color in our schools, I applaud our superintendent for maintaining an unequivocal moral position on this issue, and in many ways steering the district toward addressing this issue. This is not an easy community of stakeholders to please, and it takes some amount of courage to stand firm on this, so I hope he will continue to do so until we see meaningful change happen for those students who are counting on us.   | 4/5/2022 1:00 PM  |
| 89 | I can't imagine where our district would be without Joe's leadership. He is thoughtful and  | 4/5/2022 12:59 PM |

## Staff Feedback for the Superintendent – April 2022

thorough in his communications. He is sympathetic and aware of the many issues facing teachers, students and families, and he is unafraid of addressing those issues head-on. He asks for opinions and thoughts from those around him (through surveys or ThoughtExchange), so we feel like he is listening to what we have to say. He remains calm in the face of adversity (like with the man who accused SPS of "indoctrinating" students through the Black History Month presentation). I don't think we could have had a better, more calm, more involved leader to guide us through the past 2 years.

|     |  |                   |
|-----|--|-------------------|
| 90  | Dr. Sawyer is thoughtful, decisive, and transparent. He is aware of issues that the district is facing and he takes action to move the district forward.   | 4/5/2022 12:59 PM |
| 91  | We are lucky to have you!  | 4/5/2022 12:58 PM |
| 92  | I am very grateful to Dr. Sawyer for his courageous and consistent leadership in our school district. He is an extremely dedicated leader who works tirelessly for our students, staff, and community. Areas of challenge continue to be visibility in all of our schools and mentoring of leaders new to their roles. There are times when communication and collaboration among members of the central office leadership team appears to be inconsistent and strained.   | 4/5/2022 12:55 PM |
| 93  | I have only worked here a about a month, but all our interactions have been positive. He says hello to me by name each time he sees me which makes me feel important and appreciated   | 4/5/2022 12:54 PM |
| 94  | Dr. Sawyer is a true professional when it comes to leading this school system. He always acts with decorum and integrity and has the best interests of the district in mind. If there were any advice I would like to offer, it would be that sometimes he can be an intimidating figure, perpetuating an "us v. them" mentality between staff and administration.   | 4/5/2022 12:54 PM |
| 95  | Joe is an amazing leader...he needs to model taking time for himself and his family and ensure his overall physical and mental wellbeing is great. With that comes "things that won't/can't get done". The School Committee should encourage this and insist he takes good care of himself. He works non-stop, not sure how he's survived these past few years.  | 4/5/2022 12:53 PM |
| 96  | Please be more of a partner with teachers and staff. I will be very open with you. Often I feel you - and the school committee- have been watching teachers and paraprofessionals succeed under the most horrible circumstances, and have developed the opinion that we can continue working at this level indefinitely. If fact, in my role as a classroom teacher, you are asking us to handle more with less time. I have worked every Sunday an average of 8 hours to prep for parent conferences, complete report cards grades and comments, plan, grade, collect and post Vector evidence and more. We at Sherwood have only 40 minutes per day to meet the needs of 48 students and families. Other schools are doing the same and more. It can not continue. I am now going to retire two years sooner than planned due to these conditions. My friend in another Shrewsbury school is planning to leave the profession completely. I know of two Shrewsbury teachers who are leaving for other districts. This is solely to to the increased demands, extended unpaid overtime, and reduced work day prep time to complete unachievable work requirements. I feel your leadership is excellent when communicating with parents and with your impressive presentations at school committee meetings. But I do feel you don't have the teachers' well being in mind at all. Providing workshops and videos and telling us that family is first, while requiring us to meet impossible expectations is not addressing the root of the problem. Please use your power to improve working conditions in this district. I need to see you front and center - making this issue #1 - before I could say that your leadership quality is effective. | 4/5/2022 12:48 PM |
| 97  | Outstanding leadership in every way.   | 4/5/2022 12:48 PM |
| 98  | Great leader   | 4/5/2022 12:45 PM |
| 99  | You are always so great at communicating and having our "backs". I appreciate you understanding the toll that COVID has put on us all and that you work so hard for us all the time!   | 4/5/2022 12:37 PM |
| 100 | We are lucky to have a superintendent that cares so deeply about the school community and goes above and beyond to make our district one of the best around.   | 4/5/2022 12:35 PM |
| 101 | Dr. Sawyer is a wonderful leader who takes the time to appropriately dissect any issues in order to arrive at a solution that makes sense. For the vast majority of issues, this ensures that each complaint, viewpoint, or facet is fully explored before a decision is made. I do think, however, that there are times where weighing all arguments lends credence to positions that   | 4/5/2022 12:33 PM |

## Staff Feedback for the Superintendent – April 2022

are untenable. Recognizing those instances and loudly repudiating the untenable positions may help to quiet the complainers.

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| 102 | Dr. Sawyer is a thoughtful and fair leader. He is constantly trying to work for what is right for the students and staff and is very much appreciated for that.  | 4/5/2022 12:33 PM |
| 103 | Joe is an incredibly capable leader. We are very fortunate to have him as our superintendent!  | 4/5/2022 12:31 PM |
| 104 | I have nothing but accolades to give Dr. Sawyer. He is an exceptional, empathetic, and empowering leader. I have thought about leaving the district to work closer to home, but it is truly Dr. Sawyer's consistently strong leadership that will keep me in Shrewsbury.   | 4/5/2022 12:31 PM |
| 105 | Best Superintendent ever! Thankful to work here.   | 4/5/2022 12:23 PM |
| 106 | You've always been very welcoming and supporting.  | 4/5/2022 12:21 PM |
| 107 | During incredibly challenging times the schools were lead thoughtfully, compassionately, and with attention to relevant data.  | 4/5/2022 12:21 PM |
| 108 | You've showed a lot of courage and compassion this year. Thank you for all you do.   | 4/5/2022 12:19 PM |
| 109 | Joe Sawyer has handled incredibly difficult situations of the past few years with transparency and in clearly doing what he viewed was best for our students as academic learners and as whole children.   | 4/5/2022 12:19 PM |
| 110 | While this doesn't rest squarely with the superintendent, school culture and morale has taken a serious dive in the last two years. Constant upheaval (2020) followed by a rushed return to "normalcy" (2021) has left students with no resilience and an overwhelming workload. On a related note, Social Emotional Learning has failed. Administration does not understand it well enough to implement it beyond releasing every student who misbehaves from accountability-- a practice which without fail leads to unmanageable student behavior. SEL needs to be implemented at the top if its benefits are going to be felt at the school level. I think our leadership would benefit from more instruction and a greater understanding of SEL and what a successful model (for all parties) looks like. | 4/5/2022 12:15 PM |
| 111 | Outstanding leadership.  | 4/5/2022 12:10 PM |
| 112 | Thank you for all of your work during these challenging COVID years!   | 4/5/2022 12:09 PM |
| 113 | The Superintendent's leadership is overly reactive and not anywhere near proactive in achieving the goals related to full inclusion for all students and the freedom for all to learn.   | 4/5/2022 12:09 PM |
| 114 | Joe has been a consistent and dependable presence during his time as Superintendent, and especially during the pandemic. He has always been very transparent, honest, and supportive. We are very lucky to be under his leadership.  | 4/5/2022 12:07 PM |
| 115 | Joe has the rare ability to balance data-based decision-making with remarkable clarity, deep empathy, and even a sense of humor. We are so lucky to have him.  | 4/5/2022 12:06 PM |
| 116 | Thank you for being the kind of leader we can count on to guide us through all these challenging times. I am so grateful to work under your leadership and know our students and staff are well taken care of under your guidance.   | 4/5/2022 12:04 PM |
| 117 | I appreciate your acknowledgment and support regarding challenges with mental health this year, both for students and staff.   | 4/5/2022 12:02 PM |
| 118 | Dr. Sawyer handles all situations in a calm, professional manner and is always respectful whether the individual deserves it or not. It is an honor being employed by the Shrewsbury Public Schools.   | 4/5/2022 12:02 PM |
| 119 | Joe is the best leader around! Kind, approachable, present, and has the best intentions for everyone in mind all the time. I feel very fortunate to work under his leadership. Always going above and beyond, a true champion for educators and students! Thank you!!!   | 4/5/2022 12:02 PM |
| 120 | I appreciate Dr. Sawyers leadership, and ability to manage an entire school district through the pandemic, and through current affairs which impact all of us differently. He always appears calm, and I often share his ideas and our district's vision with my child's school district. I have only positive things to say about Dr. Sawyer, and would recommend him for any leadership role..... EXCEPT, that would mean we loose him, and I don't think I'm ready for that! Thanks Dr. Sawyer!!!   | 4/5/2022 12:02 PM |

## Staff Feedback for the Superintendent – April 2022

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| 121 | Thank you.  | 4/5/2022 11:58 AM |
| 122 | Great Job! Appreciate your data-driven/reflective practice.   | 4/5/2022 11:58 AM |
| 123 | Would be great to see more of you in the buildings--building more connections with teachers.  | 4/5/2022 11:56 AM |
| 124 | Superior communication and leadership skills!   | 4/5/2022 11:55 AM |
| 125 | I am beyond grateful and appreciative for your role as our superintendent. These past few years have required you to make decisions and lead us in ways that were unprecedented. I value how communicative, forthcoming, and transparent you are with all of your decisions. When an action or a decision is to be made, you include the community and diligently weigh out the pros and cons. It does not go unnoticed and we are lucky to have such a responsive and dedicated leader.  | 4/5/2022 11:54 AM |
| 126 | The community member who became emotional at a recent School Committee meeting speaking about the concern expressed with words and demonstrated with action by Dr. Sawyer towards staff and students reflected the sentiments many of us hold about the superb leadership throughout the pandemic crisis. Dr. Sawyer makes us proud to be members of Shrewsbury Public Schools. Thank you!  | 4/5/2022 11:53 AM |
| 127 | I have complete admiration and appreciation for Dr. Sawyer. These are very difficult times with unusual circumstances and a lot at stake. Dr. Sawyer remains immensely intelligent, calm, and level headed which gives me an incredible sense of security. My only request is to give elementary schools the credit they deserve. We do not have the opportunity or exposure for debate clubs, or high-stakes contests but each day our students form the basis for academic, social, and emotional learning is an incredible achievement for them. | 4/5/2022 11:53 AM |
| 128 | Very conscientious Very personable Very reachable   | 4/5/2022 11:53 AM |
| 129 | Thank you to your and your team for continuing to lead us skillfully and effectively through the most tumultuous of times!!   | 4/5/2022 11:52 AM |
| 130 | N/A   | 4/5/2022 11:50 AM |
| 131 | You are an incredible leader, Joe. Your poise and thoughtfulness in responding to difficult topics is appreciated.  | 4/5/2022 11:50 AM |
| 132 | Very grateful for your strong leadership and support.   | 4/5/2022 11:49 AM |
| 133 | Great job rolling with the punches at town meetings.  | 4/5/2022 11:49 AM |
| 134 | Joe is an approachable and reflective leader.   | 4/5/2022 11:49 AM |
| 135 | N/A   | 4/5/2022 11:49 AM |