

Listen and Learn

The focus of my first few months within the district is to listen and learn, to hear your perspective on the strengths, the needed improvements, and opportunities. Great schools are defined by great relationships with students, families, educators and the community we serve.

Key Questions

During office hours in summer and fall, I asked families and staff for their thoughts on key questions that will assist my research. My goal is to build a plan for how we work together collaboratively for the students of Andover.

- What are the strengths of APS?
- What are the greatest challenges of APS?
- How would you describe the culture of the district?
- What do you think needs to be maintained at all costs?
- How are students performing at APS?
- Are we meeting our reputation of excellence?
- Is the system addressing the equity and opportunity gaps?
- What do you value in a superintendent?



What I've Learned So Far

Since July, there have been several consistent insights from our conversations.

- **Communications**—All APS community members have asked for clear and transparent communication from the district delivered in a timely manner.
- **Consistent Curriculum & Pedagogy**— To ensure we are meeting our reputation of academic excellence, methods of teaching need to be reflective of the entire district's standards.
- **Social Emotional Learning & Equity**— In order to support the whole child, Social Emotional Learning (SEL) and the emotional wellbeing of our students must be priorities for our educators and the community in order to advance educational equity and excellence for all our students.