

## **REPORT OF THE SUPERINTENDENT OF SCHOOLS, SAU 83**

It has been a pleasure to assume the duties of Superintendent of Schools for the Fremont School District! On July 1, 2009, I entered this position anticipating that the Ellis School and the District provided high quality education for the young people in the Town. That is exactly what I found! The members of the professional and support staff that I have been in contact with over the past five months have proved to be of the highest caliber. From my interactions with the staff and teachers and visits to the school, it is clear that the programs in place and the teaching are sound educationally.

During my first weeks in Fremont, I made it a point to meet with as many Town agencies as possible. The one area that I found to be in great need for the SAU and the School District, is to openly communicate with members of the community. This has been a priority for me in the beginning months in this position. I have tried to use a blog regularly to provide information. Additionally, we have tried to conquer many hurdles to improve our web site to assure that the information is pertinent and updated.

One of the first tasks that was addressed this past summer was to formulate new District goals. The goals are as follows:

The Fremont School District will improve student achievement.

The Fremont School District will improve communication and dissemination of information to the public throughout the District.

The Fremont School District will develop a systematic approach to Professional Development.

The Fremont School District will complete the strategic plan for the district so that the highest quality education can be provided to all students.

These goals will drive decisions made by the district in the upcoming months and be reviewed on an annual basis.

When the school year began, I met with the teachers and support staff in the back-to-school meeting. During this meeting, I presented my educational vision being focused on the 3 R's: Relationships, Rigor and Relevance. In order to excel academically, we need to assure that the information that we present our children is rigorous, challenging each student. This in turn must be relevant to them, assuring that what we teach has a purpose. Finally, we must strive to establish relationships with the students in our school. When students form relationships with adults, their success rate increases.

As stated earlier, I feel that the programs offered to students are very strong. However, school improvement is something that is never ending, and as educators, we need to be assessing what we do in schools assuring that we are implementing the past practices in education. As I write this, the school is focusing on the reading and writing programs, the assessment used, and becoming a professional learning community. The change process takes time, with our goal to improve the many excellent things that we are already doing.

During the past fall, the School District has worked on two collective bargaining agreements. The agreement with the Support Staff was settled in November and ratified by both the Board and members of the Association by December. The proposal brings to the voters of Fremont a two year contract with costs in the first year of \$25,000 and the in the second year a cost of \$22,000. The support staff has requested no health insurance. At the time of this writing, the contract with the teachers has not been settled.

In my short tenure in Fremont, I have been pleased with the working relationship with the building principals. Dawn Lewis has an extensive historical perspective of the Ellis School, which is most helpful to me. This complements her educational knowledge base, providing what I believe is sound leadership for the school. At the same time I came to Fremont, John Safina started his role as principal of the Middle School. It has been encouraging to see the professionalism and enthusiasm he displays on a regular basis. He brings to the District many good ideas for school improvement.

I look forward to the upcoming months in Fremont as the learning process I am presently involved in turns into establishing a clear vision for improvement of the school. I want to thank the School Board, the members of the school and the community for their support in the past five months.

Respectfully Submitted,

William P. Lander  
Superintendent of Schools

*"Do it now.*

*You become successful the moment you start moving toward a worthwhile goal."*

*~ Unknown*