



Beth Feltrop@abschools.org

Fwd: superintendent search

Kristina Rychlik <
To: abrsc@abschools.org

Fri, Jan 24, 2014 at 1:24 PM

Tom gave me permission to forward this to you.

Kristina W. Rychlik

Acton, MA 01720

Begin forwarded message:

From: Tom Sidley
Date: January 24, 2014 at 8:26:02 AM EST
To: Kristina Rychlik <
Subject: superintendent search

Hi Kristina! How are you? I don't have time to form any sort of formal letter, so I just wanted to whip up a quick note to offer my endorsement of Marie Altieri's candidacy for superintendent. I feel that she is eminently qualified, and that she has exuded competence and compassion on a consistent basis throughout her tenure in Acton. Gee, all those c's form some pretty good alliteration. Thanks!

Tom



Letter on Behalf of Marie Altieri

PKA

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Fri, Jan 24, 2014 at 9:23 AM

To: abrsc@abschools.org

Cc: bpetr@abschools.org

Dear Members of the Committee:

Please see the attached letter recommending that you hire Marie Altieri as the next Superintendent. I am unable to attend your meeting tomorrow, but I believe she is by far the most highly qualified candidate.

Thank you and good luck!

Peter Ashton

 **LetterreMarieAltieri.pdf**
1837K

Peter K. Ashton

ACTON, MA 01720
(978) 261-1120

January 23, 2014

Acton-Boxborough Regional (and Transitional) School Committees
Charter Rd
Acton, MA 01720

Via Email

Dear School Committee Members:

I write to you to recommend highly that you hire Marie Altieri as the District's next Superintendent. I have known Marie in her many different school-related roles as a parent, school committee member, public advocate, and as director of personnel and administration and I believe that she is by far the most qualified candidate for the position. She has a unique perspective about our public education system as well as our diverse community. She is an excellent communicator and leader who understands the importance of working with the community to foster good relationships with all groups including those that do not have children in the system. She also recognizes the important challenges that the District faces in the coming years such as implementing full regionalization, addressing the issues and opportunities of declining enrollment, and the burgeoning diversity of our student population, not to mention the critical importance of preserving the elite status of our District's schools. Let me offer a few of my experiences with Marie which I believe illustrate why she is the best candidate for the job.

I first knew Marie while I was serving on the Board of Selectmen and she was a member of the School Committee. This was a period of time of severe budgetary constraints as both the schools and municipal government were facing significant unmet needs. Marie understood the tension created by these demands on both sides of the house and while she worked tirelessly to support the needs of the schools, she also understood that in order to get what the schools required, she had to work closely and cooperatively with others whose interests were not necessarily driven by educational priorities. This culminated in two successful operating override votes as well as the school building projects that clearly helped build and maintain our excellent educational system. As a result of these efforts, Marie has an excellent understanding of the schools' budgets and also how the school budget fits into the bigger picture that the taxpayers of Acton and Boxborough face each year. She has proven to be a very effective leader and communicator with the community, and understands the value of our educational system to all taxpayers.

Later on I was privileged to work with Marie on two important initiatives. First she and I worked to begin the process of educating the town and school employees on our health insurance trust system, paving the way for contractual changes that were necessary to meet budgetary constraints. She played a key role in meeting and working with the teachers and others to help educate them and facilitate these needed changes without creating an adversarial situation. The second initiative was the effort to lobby Beacon Hill to make changes in chapter 70 funding. Marie was part of a small group in town that worked extremely hard not only to point out the inequities in the chapter 70 formula but also to provide a constructive alternative. Marie met with representatives from other communities, various legislators, and others to lobby effectively

for the changes we believed were necessary for chapter 70 funding. Needless to say, Acton benefitted significantly as a result of her efforts, and again her leadership and communication skills were clearly evident and instrumental in effecting the changes we saw in our chapter 70 funding.

Throughout the years, Mary Ann and I have worked with Marie on the school enrollment projections and she has a great understanding of what drives changes in enrollment and more importantly how to translate the numbers into meaningful analyses of class size, classroom requirements, and projections of such in the future. These numbers tend to be volatile, especially at the kindergarten and first grade levels, yet she has effectively developed projections of future classroom needs and staffing requirements which again reflect a keen understanding of our educational environment. Furthermore, she has witnessed the tremendous change in the ethnicity of our student (and adult) population, and is well aware of the challenges posed by this trend.

Most recently I have worked with Marie on various issues related to the full regionalization of the District. As the study committee developed projections of what a full region might look like from a staffing perspective, she was invaluable not only in developing projections of future staffing requirements, but also in dealing with issues related to differing teacher contracts and benefits, transportation issues, and many other nuances and challenges of regionalization that others were not aware of. Again she was very effective in identifying and communicating issues and working with members of the study group to develop answers to those important questions. As a result she understands the challenges facing the District as it implements full regionalization and she will be in the best position to lead the District successfully down that path. She has the skills and the understanding to be able to effectively communicate with all stakeholders as the inevitable challenges of regionalization arise and she will not be overwhelmed by those challenges.

Therefore, I urge you to select Marie as the next Superintendent for the Acton-Boxborough school system. She will work hard for our system, be a true leader, understands and will meet the challenges facing the District, and she will work cooperatively with all constituents in our community to maintain and strengthen our school system.

Thank you for your time and consideration, and thank you for your service to our communities.

Very truly yours,



Peter K. Ashton



Brett Kustigian <bkustigian@abschools.org>

Superintendent finalists

Elizabeth Parker < >
To: abrsc@abschools.org

Fri, Jan 24, 2014 at 8:06 AM

Good morning,

I am writing today in support of Brett Kustigian, candidate for our new regional superintendent. As an Acton resident, parent of three children in the district, and teacher at the high school, I believe he is the best choice.

After attending yesterday's forum, I can see that Brett is a skillful communicator who understands the challenges we are facing with full regionalization. He has the background necessary to successfully manage our large, outstanding district: not only by completing a doctorate and CAGS but by having been both a teacher and building principal. He understands and will do his best to work with all constituencies.

Sincerely,

Elizabeth M. Parker
, Acton



Comments on Superintendent Selection

John Petersen <john.s.petersen@abschools.org>

Fri, Jan 24, 2014 at 6:36 AM

To: abrsc@abschools.org, aps@abschools.org, schoolcommittee@boxboroughschool.org

Dear School Committees,

Thank you for including the community forums in the superintendent search process, they provide an excellent opportunity for citizens to see the candidates in an unstructured environment and get a sense of their styles and perspectives. I was able to attend all three forums and my comments are based primarily on my observations in the forum setting.

The superintendent's job requires the ability to connect with a range of constituencies but, in the end, come back to his core constituents – the students. In my view, Brett Kustigan's responses, particularly his description of classroom visits and the classroom evaluation process he is using in the Quaboag school district, make him the best candidate for our new superintendent. Other factors arguing for the selection of Kustigan as our next superintendent include:

- Five years of experience as superintendent in a regional school district learning from his good and bad decisions
- Openness about successes and failures (willingness to pause when he doesn't have a ready answer to a question)
- Recognition that we have a great school system, but a system that can be improved
- Active engagement with the state education system (example: pushback on teacher evaluation by six to eight-year old children)
- Active engagement with the state political system
- STEM background and enthusiasm, an important aspect of the AB schools
- Commitment to move to one of the district communities

Finally, I thank all of you for your service to the schools and our communities. I appreciate the depth of commitment you have made to your work on the school committees.

Sincerely,

John



Don Petr <bpetr@abschools.org>

New Superintendent

Ross Florence

Thu, Jan 23, 2014 at 3:06 PM

To: abrsc@abschools.org

To whom it may concern:

Acton is about to make a dramatic choice for a position that may last for years. It is commendable that Marie Altieri has given so many years to the School Committee as a volunteer position and later a very well paid position. However she is not qualified to be even considered for the new Superintendent position. Dr. Mills ~ has his Phd., and our town should not settle for anything less. She should never have been selected as a finalist, simply on her education credentials, and lack of an advanced degree. Acton Boxboro Regionalization needs the best qualified person.

If she were chosen, we should seriously think about Conflict of Interest.

I have been an Acton resident for 53 years, and my children graduated from Acton schools.

Thank you,

Florence M. Ross



Both Feir <tpetr@abschools.org>

Superintendent

Ann Chang <ar

Thu, Jan 23, 2014 at 2:55 PM

To: "abrsc@abschools.org" <abrsc@abschools.org>

Once you pick the new superintendent please make one of the conditions for the hire to be that he moves into Acton . We spend too much money on the schools to have someone running them who is not a part of the community and is not aware of the taxes needed to support the schools. Knowing the tax rate is not enough; paying it is better.

Ann Chang

Sent from my iPad



Allen Nitschelm <anitsch@acton-ma.gov>

Letter to the Editor to the Beacon

Allen Nitschelm <anitsch@acton-ma.gov>
To: aps_school_committee@mail.ab.mec.edu
Cc: abrsc@abschools.org, ABRSC <abrsc@acton-ma.gov>

Tue, Jan 21, 2014 at 4:39 AM

To the Editor,

Last week, *The Beacon* reported three finalists for the Acton-Boxborough School Superintendent's position. Only two of the candidates have the relevant experience and qualifications to assume the post.

First, this position needs and deserves an individual with superb academic credentials. We have one of the state's top-rated school systems and qualified candidates who meet reasonable academic criteria should be applying for this position. The minimum requirement should be a Master's degree and we should give strong preference to a Ph.D. This level of academic achievement is commonly required in dozens of job descriptions for Assistant School Superintendent and higher positions and is present in just two of the candidates, Dr. Kustigian and Mr. Brand.

Second, the position requires experience at the Superintendent's or Assistant Superintendent's level. These titles are not meaningless, requiring a specific license and an authority that must be bestowed by the appointing local school committee. Again, only two of the candidates have this level of work experience, Dr. Kustigian and Mr. Brand.

Third, having a moderate amount of public school teaching experience should be a must. Five years or more would be preferred. Two candidates have this level of public school teaching experience, Dr. Kustigian and Mr. Brand.

Fourth, having executive experience would be very desirable. Acting as a school principal would be an obvious asset when overseeing several principals in the Acton school system. Two candidates have this level of executive school experience, Dr. Kustigian and Mr. Brand.

I hope the Acton-Boxborough School Committee chooses a candidate who is well-qualified for such an important post and does not play politics with the selection. For more information on this important decision, please see detailed analysis on Acton Forum.

Sincerely,

Allen Nitschelm



Path File: <mailto:abschools.org>

a letter of support for Marie Altieri for the position of Superintendent

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Thu, Jan 16, 2014 at 7:19 PM

To: abrsc@abschools.org

Hello School Committee Members,

Thank you for all you are doing to replace the out going superintendent. I would like to share my experiences working with Marie Altieri and offer my support for her in this interview process.

Thank you,

Cindi Hoggard



superintendent letter.docx

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January 16, 2014

Acton Regional School Committee
16 Charter Road
Acton, MA 01720

Dear School Committee,

I would like to write on behalf of Marie Altieri as she interviews for the position of superintendent.

Marie and I first worked together at Gates elementary school on volunteer activities such as the student council and the school auction project. Since that time we have worked together in other roles, most recently when I was employed at Douglas Elementary School. I am writing as a member of the community who has had experiences working with Marie.

In my experiences working with Marie I have always witnessed a calm, sensible approach to all issues. Marie is reliable and she is skilled at creating solutions that incorporate the concerns of everyone who is involved. I have found that Marie has very realistic expectations of those who are working with her and she is able to communicate her point of view clearly and considerately.

I feel that Marie is an ideal candidate for the position of Superintendent because of her excellent interpersonal and managerial skills. I would recommend Marie without hesitation for this position based on the fact that she has the leadership skills required to guide our education community.

Thank you for all the work you are doing on behalf of our community, your efforts are greatly appreciated.

Sincerely,
Cindi Hoggard



Both To: apsc@abschools.org, abrsc@abschools.org

new hire for superintendent

Thu, Jan 16, 2014 at 10:46 AM

To: apsc@abschools.org, abrsc@abschools.org

To both School Committee Boards,

Please read carefully the email Steve sent to you regarding the 3 finalist candidates for the school superintendent position.

As a family of educators we were shocked by the lack of credentials of these candidates. We know that Marie has served the district on the school committee only resigning to accept her current position but she has a scarcity of academic educational credentials and the masters she will receive does not match what we expect from someone who will be leading our schools forward and maintaining their current position at the top of Massachusetts schools. We recognize the candidate with the credentials for the position is leading a very small district but he is the only candidate who has experience leading a district.

If indeed we had so many applicants how did the finalists get to these three.

Our suggestion would be to hire an acting superintendent and reopen the search. The children and citizens of Acton deserve the highest of candidates to lead the schools.

Ann Corcoran
John Corcoran



John Poir <john@abschools.org>

Superintendent candidates for AB

R DeFuria <

Wed, Jan 15, 2014 at 10:28 AM

To: abrsc@abschools.org, manager@acton-ma.gov, bos@acton-ma.gov

Hello,

I was quite shocked to read the bios of the 3 AB superintendent candidate finalists.

As a top-performing and highly desirable school district, I would expect **all** candidates to already possess an EdD / PhD. **And** to have previous work experience as a superintendents.

Sincerely,

Richard DeFuria

Acton, MA

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