

Superintendent Evaluation

2021-2022

Dr. Patrick Tudryn, East Windsor Public Schools

- I. Growth in Student Achievement – Goal 1** - Provide hands-on leadership and provide oversight in the completion and implementation of the EWPS’s Strategic Plan 2021-2026 with an emphasis on improving student performance.

After considering both Dr. Tudryn’s presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn’s accomplishments associated with this goal. The Board has considered the following:

- 1) Dr. Tudryn worked with the Board to adopt the Strategic Plan on December 8, 2021.
- 2) Dr. Tudryn retained Dr. Michael Rafferty as a consultant to review and make recommendations concerning literacy needs at the elementary and middle school levels. Dr. Rafferty’s work provides a comprehensive plan for a literacy program in grades K-8.
- 3) Students across all three district schools increased the percentage of students reaching benchmark on I-Ready diagnostic assessment.
- 4) Professional Development was provided in the areas of math instruction and data driven instruction

- II. Educational Leadership – Goal 2** - Take leadership in the organization, hiring, and mentorship of a strong Central Office team of district-wide school administrators.

After considering both Dr. Tudryn’s presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn’s accomplishments associated with this goal.

- 1) Dr. Tudryn has hired two critical staff members in Central Office: Dr. Deirdre Osypuk as Director of Special Education and Ryan Galloway as Business Manager. Along with Darryl Rouillard, Assistant Superintendent, these individuals are in a very strong position to assist Dr. Tudryn in moving the district forward in accordance with the Board’s strategic plan.
- 2) Dr. Tudryn has arranged for professional development specifically focused on the high school for the 2022-2023 school year with EastConn.

- 3) Dr. Tudryn presided over the correction of many difficult areas in the business office, and made the best of a bad situation. For example, Dr. Tudryn salvaged some of the difficulties in grant oversight and used remaining grant funding for a state-of-the-art postgrad life skills programs.
- 4) Despite difficulties in operational areas due to problems created by the former contractor in business services, Dr. Tudryn secured support of teaching and learning. He was visible in the district, with time in each school building each week, as well as group administrative walkthroughs.
- 5) Dr. Tudryn made creative use of some ESSER II funds for construction of a new website.

III. Organizational Management – Goal 3 - Take a leadership role and provide oversight in the mathematics improvement plan with the implementation newly adopted K-12 program.

After considering both Dr. Tudryn’s presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn’s accomplishments associated with this goal.

As discussed above in connection with goal 1, Dr. Tudryn focused on improving the math instruction at all grade levels.

IV. Literacy Review – Goal 4 - Take leadership and provide oversight in the completion of K-8 Literacy Review and development of an improvement plan based on the results of the self-study and recommendations conducted by Dr. Michael Rafferty.

After considering both Dr. Tudryn’s presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn’s accomplishments associated with this goal.

As discussed above in connection with goal 1, Dr. Tudryn retained Dr. Rafferty to conduct a K-8 Literacy Review which produced a full roadmap for literacy in grades K-8

V. Reorganization of Central Office Operations – Goal 5 - Take leadership and provide oversight in the reorganization of the business office, human resources, and food service operations.

After considering both Dr. Tudryn’s presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn’s accomplishments associated with this goal.

As discussed above in connection with goal 2, Dr. Tudryn reorganized the business office, including the hiring of a full-time, in-house business manager. Dr. Tudryn also hired a new

director of human resources, and revamped the leadership structure of the food services operation.

The Board notes that, in connection with this goal in particular, Dr. Tudryn made and executed difficult decisions in several personnel situations.

Dr. Tudryn implemented significant changes in the budget booklet, greatly improving transparency and clarity.

VI. Development, Presentation and Approval of Capital and Operating Budgets – Goal 6 - Support the educational mission of the school district through the development, presentations and approval of the annual capital and operating budgets.

After considering both Dr. Tudryn’s presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn’s accomplishments associated with this goal.

As discussed above in connection with goal 5, Superintendent implemented significant changes in the budget booklet, greatly improving transparency and clarity. The budget book for Dr. Tudryn’s FY23 proposed budget was well-organized, comprehensive, and clear. Dr. Tudryn also worked with the Board to develop a series of workshops that culminated in the development of the Board’s FY23 proposed budget.

VII. Community and Staff Communications – Goal 7 - Continue to communicate with all school community constituents by implementing a comprehensive system that reaches those target audiences.

After considering both Dr. Tudryn’s presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn’s accomplishments associated with this goal.

As discussed above in connection with goal 2, Dr. Tudryn took steps with ESSER II funds to develop a new website for the Board and school district.

Dr. Tudryn instituted quarterly reporting to the Board, in public, concerning the progress on the Board’s Strategic Plan.

Dr. Tudryn conducted an end-of-year Parent Survey on School Climate.

Dr. Tudryn involved stakeholders throughout the district in the development of his FY23 proposed budget.

Dr. Tudryn has also attended many meetings and events, including: BOF meetings; sporting events; Abby’s walk and gala; Town Pension Board meetings as advisor; First Selectmen Leadership Meetings.

VIII. Leadership in Recruitment and Retention of Qualified Staff – Goal 8 - Take a leadership role in the recruitment and retainment of highly qualified staff, including the recruitment of minority certified staff.

After considering both Dr. Tudryn's presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn's accomplishments associated with this goal.

As discussed above in connection with goal 2, Dr. Tudryn has built a solid, highly qualified Central Office Leadership team, with the promotion of Darryl Rouillard to Assistant Superintendent and the hiring of Dr. Deirdre Osypuk as Director of Special Education.

In connection with recruiting and retention of a more diverse staff, Dr. Tudryn has instituted a teacher residency program in East Windsor in partnership in CREC. In addition, two minority staff members joined the district as new hires during the 2021-2022 school year.

IX. Safe School Climate and Equity – Goal 9 - Continue to support the mission of the Safe School Climate and Equity Committees at each school to enhance the social/emotional development of children.

After considering both Dr. Tudryn's presentation and his written submission, the East Windsor Board of Education has determined that there is ample evidence of Dr. Tudryn's accomplishments associated with this goal.

As discussed above in connection with goal 8, Dr. Tudryn hired 2 new minority staff members during the 2021-2022 school year.

In addition, Dr. Tudryn instituted an end of year School Climate Survey for parents, to seek input from the community concerning school climate.

Dr. Tudryn also instituted family, staff, and community updates, at least once a month and sometimes more frequently.

Dr. Tudryn had members of the school administration participate in a recent diversity workshop conducted by the Town.

X. School Facilities Assessment and Improvement – Goal 10 - Complete assessment of current school facilities needs and continue to improve facilities and grounds through priority actions.

Goal 10 was one area that Dr. Tudryn did not complete within the goals agreed upon between Dr. Tudryn and the Board. Dr. Tudryn did take action to address this goal.

Dr. Tudryn engaged in a multi-step process for hiring a facilities director after the previous director resigned. Dr. Tudryn posted the position several times due to the lack of qualified candidates, and was ultimately able to hire a qualified candidate.

Dr. Tudryn also acted expeditiously to address the fallout of a complete failure of the boiler at one of the district's school buildings.