

To: The Wareham School Committee

From: Dr. Rabinovitch, Superintendent

Re: Rebuttal of the Oct. 3, 2012 Evaluation of the Superintendent

Date: 10/31/2012

With all due respect, I feel the need to respond to my evaluation.

- I. I feel I must address what I perceive as an injustice regarding my evaluation. I have served the Wareham Public Schools for the past twenty-one years honorably and the children of the commonwealth for the past forty-one years. When I was hired as the Superintendent I was asked to move into Town. I embraced this request and have become part of this community. As I near the end of my career in public education, I feel that I deserve the respect and fairness that a fair and unbiased evaluation is intended to provide.
- II. I believe that the overriding goal of this evaluation was to deny me a raise. The evidence is the combined score of 64.45, and the lack of rounding that was used in the calculation.
- III. To the average citizen I make a lot of money, but I chose to live and work in this community because of the students and community. What you have been paying me for is my forty-one years of experience in public education, my work ethic, my abilities to do more with less and my PHD in Educational Leadership from Boston College.
- IV. By rating me, "**Needs Improvement**" you have made my job more difficult
- V. I am attaching for the public record my specific comments relative to your evaluation documents.
- VI. During the remainder of my tenure as Superintendent in Wareham I will continue to exercise my authority in the administration of instruction and all business affairs.
- VII. I will also use this opportunity to announce my retirement as of July 31, 2013. I have been at my maximum retirement percentage for the last six years but have continued to work because of my commitment to this community, staff and students. I have loved the work, and the people, but will not miss the twenty-four hour nature of the work. Your evaluation has helped me make a difficult decision relative to retirement.
- VIII. I feel that last year had many accomplishments as well as challenges. Some of our successes were:
  - a. RTI training for all K-6 staff and coaching for grades 2-4, which is continuing this fall for K, 1, 5, & 6.
  - b. Pearson Inform was purchased and training begun for administration and staff.
  - c. ELA Curriculum implemented and materials chosen.
  - d. New High School schedule implemented without study halls.
  - e. Power school used by elementary staff for both progress reports and report cards.
  - f. I-pad pilot implemented in each of our schools
  - g. Transitioned leadership at Cooperative School and redesigned the program.



- h. Town Meeting vote to accept debt exclusions
- i. BOS vote to have special election
- j. Finance Committee vote to recommend articles at Town Meeting
- k. MSBA offering financial support for renovations at the Minot Elementary School
- l. Literacy Committee has created lesson plans and uploaded them into Rubicon Atlas
- m. Instructional Leader positions were maintained as ½ interventionists and ½ instructional leaders
- n. PTA supported us with a year-long Reading and Math incentive program, with awards given in May
- o. Foundation for Wareham Education supported \$5,000 worth of projects for teachers
- p. Communication was increased with families/community with Conversations with the Superintendent, Face book and through Elementary Principal's Coffee's
- q. Increase in the number of day's students could participate in CARE. SES tutoring continued. There is always a waiting list for these after-school programs
- r. Elementary schools maintained the Fine Arts
- s. East Wareham School and the Decas Elementary School have new playgrounds
- t. Preschool received NAEYC accreditation and Kindergarten maintained it.
- u. Collaboration time was negotiated for one late day a week for teachers at the Elementary Schools.

IX. As I look back upon my forty-one years in education, I can truly say that I have enjoyed my work because I feel that I have made a difference in the lives of students, staff, parents and community. I will look back fondly to my time in Wareham. This community is caring, kind and resourceful. The politics are not easy but most of our leaders are trying to be respectful to each other. I am not saying farewell because I have much work to do until I leave for retirement.